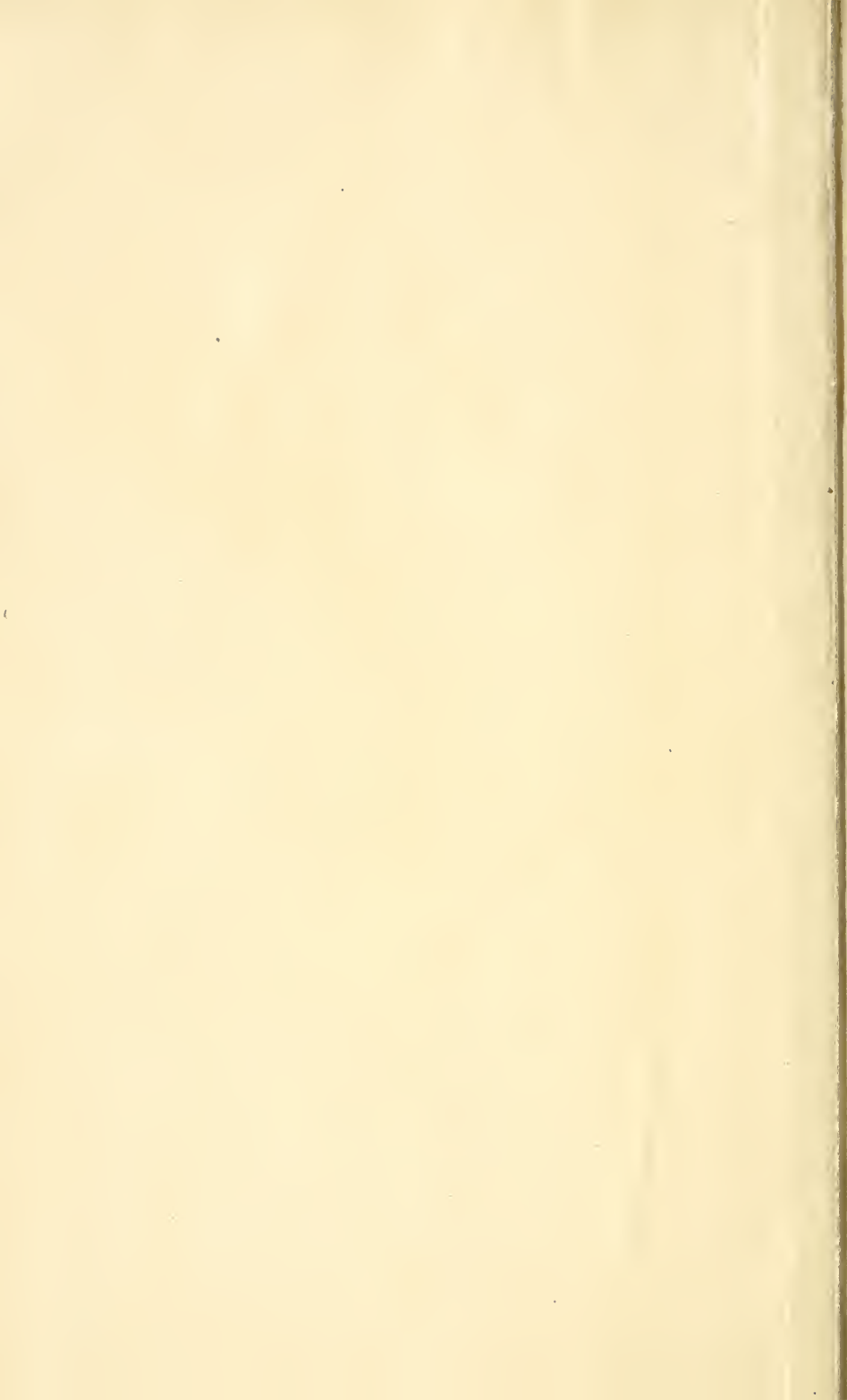


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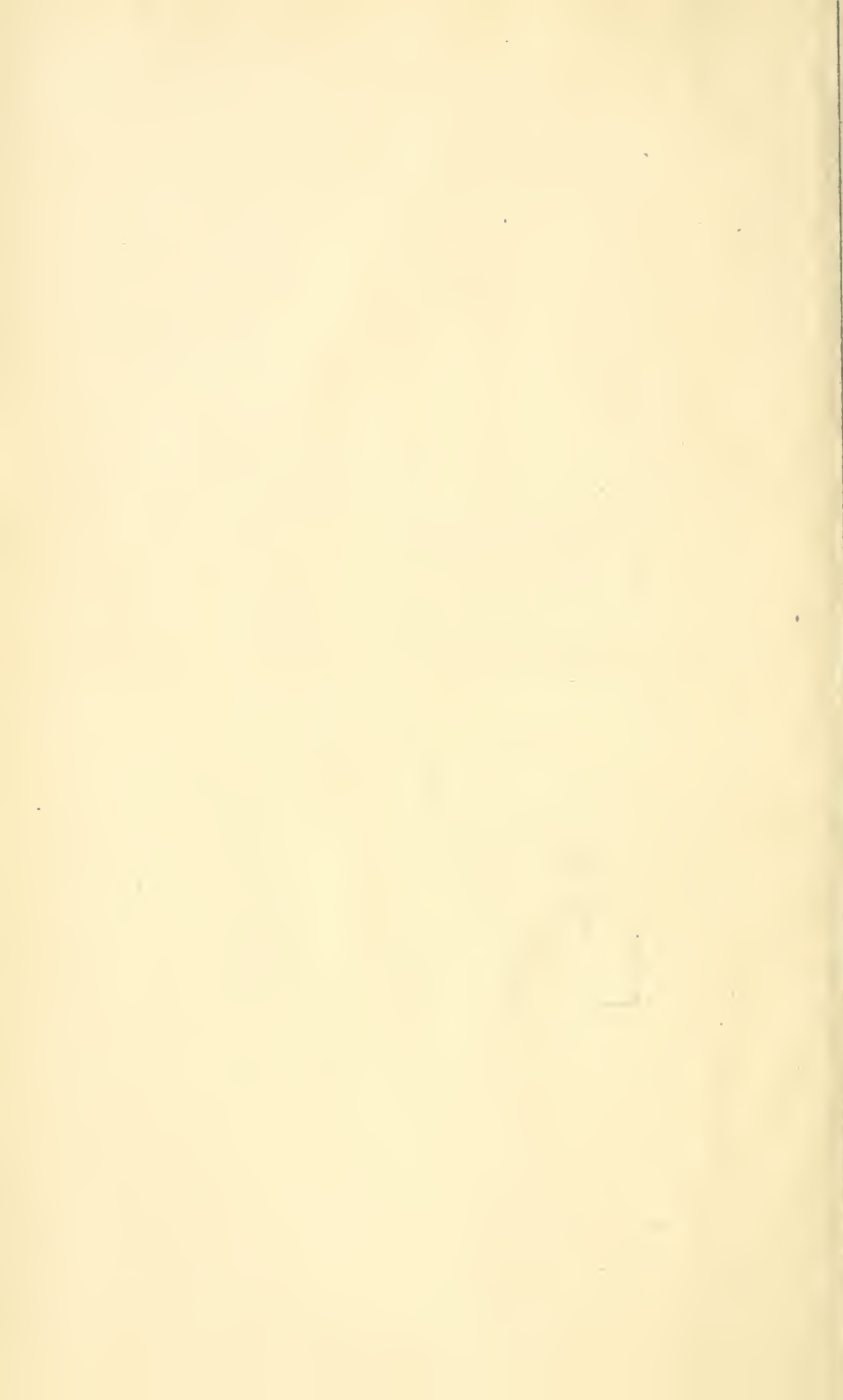




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The Commonwealth of Massachusetts

FORTY-FIRST ANNUAL REPORT

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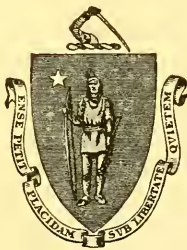
STATISTICS OF LABOR

FOR THE YEAR

1910

By

THE DIRECTOR OF THE BUREAU OF STATISTICS



BOSTON

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STATISTICS OF LABOR—1910.

PREFATORY NOTE.

The Forty-first Annual Report on the Statistics of Labor for Massachusetts is presented herewith and consists of three parts: namely, Part I, Prevailing Time-Rates of Wages and Hours of Labor; Part II, Strikes and Lockouts; Part III, Living Conditions of the Wage-earning Population in Certain Cities of Massachusetts.

Part I is a new feature of this report and presents the current rates of wages paid in the various industries and occupations in different cities and towns of the Commonwealth, together with the generally recognized hours of labor, these rates and hours being as of October 1, 1910. The presentation does not take account of the earnings resulting from a contraction or expansion of the volume of employment and contains no account of piece-rates. The time-rates published in this particular report were based upon data obtained primarily from organizations of employees, supplemented by rates of wages of employees for the following classes of employment: public employment, steam railroads, street railways, and agriculture. The changes which occurred during the calendar year 1910 in rates of wages and hours of labor will be treated later in a special bulletin devoted to that subject, it being the intention to publish annually hereafter a presentation similar to Part I of this report, bringing the data on the subject up to date each year. This part of the report was given to the public in pamphlet form on May 24, 1911.

The method of preparation and the scope of the statistics of Strikes and Lockouts presented in Part II is the same as in former years and calls for no further comment in this connection. This part of the report was given to the public in pamphlet form on October 23, 1911.

Part III is a partial digest of the comprehensive report of the British Board of Trade on Living Conditions in American Cities,

in so far as the same relates to Massachusetts, the scope of the digest being described in the introduction of this part.

It should, perhaps, be said that the Annual Report on Labor Organizations, which for the year 1909 formed a part of the Annual Report on the Statistics of Labor for that year, will be issued for 1910 in the form of a labor bulletin.

The Labor Division of the Bureau of Statistics which gathers and compiles the data presented in this volume continues to be in charge of Mr. Frank S. Drown, Chief Statistician, with Mr. Roswell F. Phelps as his assistant.

CHARLES F. GETTEMY,

Director, Bureau of Statistics.

STATE HOUSE, BOSTON,
November 15, 1911.

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PART I.

PREVAILING TIME-RATES OF WAGES AND HOURS OF
LABOR IN SELECTED OCCUPATIONS.

October 1, 1910.



PREVAILING TIME-RATES OF WAGES AND HOURS OF LABOR IN SELECTED OCCUPATIONS.

October 1, 1910.

The material presented in this report is the result of a special inquiry made into the prevailing time-rates of wages and hours of labor of the organized workingmen of Massachusetts, and was obtained almost entirely by correspondence. This inquiry was instituted chiefly on account of the general demand for information relative to rates of wages paid and hours of labor prevailing in this Commonwealth.

On September 29, 1910, schedules of inquiry¹ were sent out to every local labor organization in Massachusetts and replies were received from 1,030 organizations, or 82.8 per cent of the total number in the State, and of this number 843 reported the prevailing time-rates and hours of labor, 92 reported that there was no standard time-rate in their trade, and 95 reported that their members worked on a piece-rate basis. In those instances where replies were not received from the local labor organizations concerned the information presented was taken from the latest data available.

The authority for the prevailing time-rates embodied in this report is thus in most cases derived from statements furnished by organizations of employees. Exceptions appear in the case of municipal laborers and steam and street railroad employees, the rates for the municipal laborers being obtained as the result of a special inquiry conducted during the Summer of 1910 by correspondence with the auditors of the cities and the clerks, boards of selectmen, or highway surveyors of the towns, and the rates for the railroad employees being obtained from the railroad companies.

With regard to the prevailing time-rates here published, it must be clearly understood that while the Bureau presents them as being of

¹ For specimen forms of inquiry, see pages 78 and 79.

considerable public interest they are only put forward as embodying the rates officially recognized by the organizations of employees and not as having been ascertained, by independent inquiry, to be actually operative. The task of determining by special inquiry how far the time-rates reported were really operative in each locality would be equivalent to a census of wages. However, it by no means follows that an *ex parte* list is less operative than one mutually agreed upon. There are many cases, especially among strongly organized industries, in which rates of wages and hours never formally agreed to nevertheless dominate a trade; and there are cases in which rates embodied in formal agreements are by no means universally paid, even within the circle of the organizations which were parties to the agreements.

There are many trades or occupations in which are carried on the time-work system without any generally recognized standard time-rates. In many cases the differences in degrees of skill among workmen following the same occupation are so great that any recognized rates, if really operative, have a considerable range. In trades not governed by mutual agreements the existence or non-existence of a standard rate is a matter of controversy. In a few cases a standard rate is put forward by a labor organization rather as an ideal at which their members may aim than as the actually operative rate.

There are certain trades in which wages are directly measured by a time standard, but which, in fact, are carried on under a system of piece-work. In such trades a certain period of time is specified for a certain output, so that wages are in reality directly proportionate to output and not to the time actually occupied. Again there are trades which are mainly carried on by the piece, but in which the labor organizations publish time-rates for various localities, which in a certain sense are real prevailing time-rates. In cases where piece-lists include time-rates for such kinds of work (repairing or otherwise) as are not conveniently provided for under the list, the time-rate has been included in this report.

Time-rates of wages are variously calculated by the hour, the day, the week, the month, or the year. Thus in the building trades wages are generally calculated by the hour. As regards the actual money received during a period of full employment the unit is a matter of indifference, provided that the weekly hours of labor are also fixed. But differences in the unit of time on which the wages are calculated often correspond to real differences in the condition and organization

of the trades concerned. Hourly rates prevail throughout the building trades, which are peculiarly liable to seasonal fluctuations and stoppage on account of weather. Since the weekly hours of labor in the building trades in certain localities vary from Summer to Winter, the maintenance of a uniform hourly rate of wages implies seasonal changes in a full week's wages. In such cases the published weekly rate is the rate which prevails during the greater part of the year.

The detailed tables contained in the following pages afford a good insight into the variations in the prevailing rates of wages and hours of labor in different localities. The tables for the building trades may be especially referred to in this connection. Thus, to take a few examples, we find that the prevailing hourly rates of wages for house carpenters vary from $33\frac{1}{3}$ cents in Amherst to 50 cents in Boston, Brookline, Cambridge, Malden, Medford, Milton, Revere, Somerville, and Winthrop. It should be borne in mind, however, that the character of the work in many occupations may vary in different localities, so that the rates quoted, even though nominally for the same classes of wage-earners, may not always be for quite the same class of work. The rates received in the iron and steel industry furnish several examples.

As might be expected we find that rates of wages in different occupations are generally highest in Boston and vicinity.

The classification of occupations and industries is the same as that used in all the labor statistics of this Bureau.¹ The industries are grouped as follows:

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¹ For a more extended explanation of the classification of occupations and industries used by this Bureau the reader is referred to the Thirty-ninth Annual Report on the Statistics of Labor, 1908, pages 11 and 122-135.

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¹ Not otherwise specified.

I. BUILDING AND STONE WORKING.

A. BUILDING TRADES.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			
	Hour	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Number of Months Saturday Half-holiday in Effect	Years in which Present Hours went into Effect
Bricklayers.							
Attleborough,	\$0.50	\$24.00	1908	8	48	-	1907
Beverly, . . . . .	.55	26.40	1907	8	48	-	1901
Boston, . . . . .	.60	26.40	1906	8	44	12	1906
Brockton, . . . . .	.60	26.40	1910	8	44	12	1910
Cambridge, . . . . .	.60	26.40	-	8	44	12	-
Clinton, . . . . .	.55	26.40	1907	8	48	-	1902
Fitchburg, . . . . .	.55	26.40	1907	8	48	-	1900
Framingham, . . . . .	.60	26.40	1909	8	44	12	-
Gardner, . . . . .	.55	26.40	1908	8	48	-	1905
Great Barrington, . . . . .	.56 $\frac{1}{4}$	27.00	-	8	48	-	-
Greenfield, . . . . .	.50	24.00	1909	8	48	-	1903
Haverhill, . . . . .	.60	28.80	1910	8	48	-	-
Holyoke, . . . . .	.60	28.80	1910	8	48	3	1892
Lawrence, . . . . .	.60	26.40	1910	8	44	12	1908
Lowell, . . . . .	.60	28.80	1910	8	44	12	1910
Marlborough, . . . . .	.55	26.40	1908	8	48	4	1908
New Bedford, . . . . .	.60	26.40	1910	8	44	12	1907
Newburyport, . . . . .	.50	24.00	1910	8	48	-	1901
Newton, . . . . .	.60	26.40	1907	8	44	12	1906
North Adams, . . . . .	.56 $\frac{1}{4}$	27.00	1909	8	48	-	1902
Northampton, . . . . .	.56 $\frac{1}{4}$	27.00	1910	8	48	-	1900
Pittsfield, . . . . .	.61 $\frac{1}{11}$	27.00	1909	8	44	12	1907
Plymouth, . . . . .	.50	24.00	1907	8	48	-	1903
Quincy, . . . . .	.60	26.40	1910	8	44	12	1906
Salem, . . . . .	.55	26.40	1907	8	48	-	1907
Springfield, . . . . .	.60	26.40	1910	8	44	12	1910
Taunton, . . . . .	.50	24.00	1910	8	48	-	1905
Waltham, . . . . .	.60	26.40	1905	8	44	12	1904
Westfield, . . . . .	.55	26.40	1907	8	48	-	1907
Worcester, . . . . .	.60	28.80	1910	8	48	-	1890
Bridge and Structural Iron Workers.							
Boston, . . . . .	.50	24.00	1908	8	48	4	1908
Helpers.							
Boston, . . . . .	.38	18.24	1908	8	48	4	1908
Cable Splicers.							
Boston (head cablemen), . . . . .	.46 $\frac{1}{6}$	24.90	1910	9	54	-	-
Boston (first class men), . . . . .	.44	23.76	1906	9	54	-	-
Boston (second class men), . . . . .	.38	20.52	1906	9	54	-	-
Boston (third class men), . . . . .	.30	16.20	1906	9	54	-	-
Boston (fourth class men), . . . . .	.28	15.12	1906	9	54	-	-
Carpenters.¹							
House Carpenters.							
Adams, . . . . .	.42	20.16	1910	8	48	-	1905
Amesbury, . . . . .	.34 $\frac{3}{8}$	16.50	1907	8	48	-	1907
Amherst, . . . . .	.33 $\frac{1}{2}$	18.00	-	9	54	-	-
Andover, . . . . .	.37 $\frac{1}{2}$	18.00	1905	8	48	-	1905
Arlington, . . . . .	.47 $\frac{3}{8}$	21.01	1910	8	44	12	1910
Athol, . . . . .	.34 $\frac{3}{8}$	16.50	1908	8	48	-	1908
Attleborough, . . . . .	.38	18.24	1910	8	48	-	1906
Beverly, . . . . .	.47 $\frac{3}{4}$	21.01	1910	8	44	12	1910
Boston, . . . . .	.50	22.00	1910	8	44	12	1909
Braintree, . . . . .	.45	19.80	1910	8	44	12	1910
Bridgewater, . . . . .	.41	19.68	1910	8	48	-	1902
Brockton, . . . . .	.47 $\frac{3}{4}$	21.01	1910	8	44	12	1910
Brookline, . . . . .	.50	22.00	1910	8	44	12	1909
Cambridge, . . . . .	.50	22.00	1910	8	44	12	1909

¹ For ship carpenters, see under shipbuilding on page 31; for millmen, see under woodworking on page 70.

I. BUILDING AND STONE WORKING — *Continued.*A. BUILDING TRADES — *Continued.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			
	Hour	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Number of Months Saturday Half-holiday in Effect	Years in which Present Hours went into Effect
Carpenters — Con.							
<i>House Carpenters — Con.</i>							
Canton,	\$0.47¾	\$21.01	1910	8	44	12	1910
Chelsea, . . . . .	.50	22.00	1910	8	44	12	1908
Chicopee, . . . . .	.43¾	19.25	1909	8	44	12	1909
Clinton, . . . . .	.43¾	21.00	1910	8	48	—	1903
Cohasset, . . . . .	.45	21.60	1910	8	48	—	1906
Concord, . . . . .	.45	19.80	1910	8	44	12	1910
Danvers, . . . . .	.47¾	21.01	1910	8	44	12	1910
Easthampton, . . . . .	.37½	18.00	1910	8	48	—	1903
Easton, . . . . .	.41	18.04	1910	8	44	12	1910
Everett, . . . . .	.50	22.00	1910	8	44	12	1909
Fall River, . . . . .	.42	20.16	1910	8	48	—	1904
Fitchburg, . . . . .	.41	19.68	1910	8	48	—	1902
Foxborough, . . . . .	.35	16.80	—	8	48	—	—
Gardner, . . . . .	.35	16.80	1909	8	48	—	1907
Gloucester, . . . . .	.41	18.04	1910	8	48	—	—
Great Barrington, . . . . .	.42	20.16	1910	8	48	—	—
Haverhill, . . . . .	.41	19.68	1909	8	48	—	—
Hingham, . . . . .	.45	19.80	1910	8	44	12	1910
Holyoke, . . . . .	.41	18.04	1910	8	44	12	1910
Hudson, . . . . .	.37½	18.00	1906	8	48	—	1901
Hull, . . . . .	.45	19.80	1910	8	44	12	1910
Lawrence, . . . . .	.41	18.04	1910	8	44	12	1910
Lee, . . . . .	.42	20.16	1910	8	48	—	1903
Lenox, . . . . .	.42	20.16	1910	8	48	—	1903
Leominster, . . . . .	.41	19.68	1910	8	48	—	—
Lowell, . . . . .	.40	19.20	1910	8	48	—	1900
Lynn, . . . . .	.47¾	21.01	1910	8	44	12	1910
Malden, . . . . .	.50	22.00	1910	8	44	12	1909
Manchester, . . . . .	.47¾	21.01	1910	8	44	12	1910
Mansfield, . . . . .	.41	19.68	1910	8	48	—	1903
Marblehead, . . . . .	.47¾	21.01	1910	8	44	12	—
Marlborough, . . . . .	.41	19.68	1909	8	48	4	1909
Maynard, . . . . .	.41	19.68	1910	8	48	—	1905
Medford, . . . . .	.50	22.00	1910	8	44	12	1904
Melrose, . . . . .	.47¾	21.00	1910	8	44	12	1910
Methuen, . . . . .	.41	18.04	1910	8	44	12	1910
Middleborough, . . . . .	.41	19.68	1910	8	48	—	1909
Milford, . . . . .	.41	19.68	1910	8	48	—	1902
Milton, . . . . .	.50	24.00	1910	8	48	4	—
Nahant, . . . . .	.47¾	21.01	1910	8	44	12	1910
Natick, . . . . .	.47¾	21.01	1910	8	44	12	1908
Needham, . . . . .	.47¾	22.92	1910	8	48	4	1907
New Bedford, . . . . .	.42	20.16	1910	8	48	—	1904
Newburyport, . . . . .	.35	16.80	1906	8	48	—	1902
Newton, . . . . .	.47¾	21.01	1910	8	44	12	1910
North Adams, . . . . .	.42	20.16	1910	8	48	—	1903
Northampton, . . . . .	.37½	18.00	1907	8	48	—	1907
North Attleborough, . . . . .	.41	18.04	1910	8	44	12	1910
Norwood, . . . . .	.43¾	21.00	1909	8	48	—	1900
Pittsfield, . . . . .	.44½	19.50	1910	8	44	12	1909
Plymouth, . . . . .	.41	19.68	1910	8	48	—	1905
Quincy, . . . . .	.45	19.80	1910	8	44	12	1910
Randolph, . . . . .	.37½	18.00	—	8	48	—	—
Revere, . . . . .	.50	22.00	1910	8	44	12	1910
Rockland, . . . . .	.47¾	21.01	1910	8	44	12	1910
Salem, . . . . .	.47¾	21.01	1910	8	44	12	1910
Saugus, . . . . .	.47¾	21.01	1910	8	44	12	1910
Sharon, . . . . .	.41	19.68	1910	8	48	—	1908
Somerville, . . . . .	.50	22.00	1910	8	44	12	1909
Southbridge, . . . . .	.40½	19.50	—	8	48	—	1907
South Framingham, . . . . .	.45	19.80	1910	8	44	12	1910
Springfield, . . . . .	.44¾	19.65	1910	8	44	12	1910
Stoneham, . . . . .	.41	19.68	1907	8	48	—	1904
Stoughton, . . . . .	.47¾	21.01	1910	8	44	12	1910
Taunton, . . . . .	.41	19.68	1910	8	48	—	1902
Wakefield, . . . . .	.47¾	21.01	1910	8	44	12	1910

I. BUILDING AND STONE WORKING — *Continued.*A. BUILDING TRADES — *Continued.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			
	Hour	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Number of Months Saturday Half-holiday in Effect	Years in which Present Hours went into Effect
Carpenters — Con.							
<i>House Carpenters — Con.</i>							
Walpole,	\$0.44	\$21.12	1910	8	48	—	—
Waltham, . . . . .	.47 $\frac{3}{4}$	21.01	1910	8	44	12	1910
Ware, . . . . .	.34 $\frac{3}{8}$	16.50	1910	8	48	—	1910
Webster, . . . . .	.34 $\frac{3}{8}$	16.50	—	8	48	—	—
Westborough, . . . . .	.37 $\frac{1}{2}$	18.00	1909	8	48	—	1902
Westfield, . . . . .	.37 $\frac{1}{2}$	18.00	1907	8	48	—	1904
Whitman, . . . . .	.47 $\frac{3}{4}$	21.01	1910	8	44	12	1910
Williamstown, . . . . .	.43 $\frac{3}{4}$	21.01	1910	8	48	—	1907
Winchester, . . . . .	.47 $\frac{3}{4}$	21.01	1910	8	44	12	1910
Winthrop, . . . . .	.50	22.00	1910	8	44	12	1909
Worcester, . . . . .	.43 $\frac{3}{4}$	21.00	1910	8	48	—	1903
<i>Floorlayers.</i>							
Boston, . . . . .	.47 $\frac{3}{4}$	21.01	1909	8	44	12	1909
<i>Stairbuilders.</i>							
Boston, . . . . .	.50	22.00	1910	8	44	12	—
<i>Wharf and Bridge Carpenters.</i>							
Boston,	{ .34 $\frac{1}{2}$ —	16.56—	1910	8	48	—	—
Franklin, . . . . .	.41	19.68					
Taunton, . . . . .	.30	16.20					
Franklin, . . . . .	.30	16.20	1910	9	54	—	1908
Taunton, . . . . .	.27	16.20	1910	10	60	—	—
Decorators.							
Amherst,	—	15.00	1900	9	54	—	1900
Boston, . . . . .	.41	18.04	1909	8	44	12	1907
Canton, . . . . .	.35	16.80	1908	8	48	—	1907
Concord, . . . . .	.37 $\frac{1}{2}$	18.00	1909	8	48	—	1905
Easton, . . . . .	.34 $\frac{3}{8}$	16.50	1910	8	48	—	1902
Fall River, . . . . .	.37 $\frac{1}{2}$	16.50	1910	8	44	12	1910
Fitchburg, . . . . .	.35	16.80	1907	8	48	—	1902
Frammingham, . . . . .	.43 $\frac{3}{4}$	21.00	1910	8	48	4	1906
Great Barrington, . . . . .	.37 $\frac{1}{2}$	18.00	1908	8	48	—	1907
Hyde Park, . . . . .	.37 $\frac{1}{2}$	18.00	1907	8	48	—	1902
Lynn, . . . . .	.45	19.80	1910	8	44	12	1910
Malden,	—	19.50	1905	8	48	—	1900
Manchester, . . . . .	.37 $\frac{1}{2}$	18.00	1907	8	48	—	1902
Marlborough, . . . . .	.37 $\frac{1}{2}$	18.00	1910	8	48	—	1902
Medford, . . . . .	.45	21.60	1907	8	48	3	1902
Milford, . . . . .	.31 $\frac{1}{4}$	15.00	1906	8	48	—	1907
New Bedford, . . . . .	.35	16.80	—	8	48	—	1902
Newton, . . . . .	.37 $\frac{1}{2}$	18.00	1907	8	48	—	1902
North Adams, . . . . .	.34 $\frac{3}{8}$	16.50	1905	8	48	—	1904
Plymouth, . . . . .	.31 $\frac{1}{4}$	15.00	1900	8	48	—	1900
Quincy, . . . . .	.37 $\frac{1}{2}$	18.00	1907	8	48	—	—
Rockland, . . . . .	.34 $\frac{3}{8}$	16.50	1908	8	48	—	1907
Salem, . . . . .	.34 $\frac{3}{8}$	16.50	1910	8	48	—	1907
Somerville, . . . . .	.37 $\frac{1}{2}$	18.00	1907	8	48	—	1903
Springfield, . . . . .	.41	18.04	1908	8	44	12	1908
Taunton, . . . . .	.37 $\frac{1}{2}$	18.00	1903	8	48	—	1904
Webster, . . . . .	.28 $\frac{1}{8}$	13.50	1907	8	48	—	1907
Wellesley, . . . . .	.41	18.04	1910	8	44	12	1910
Westborough, . . . . .	.31 $\frac{1}{4}$	15.00	1906	8	48	—	1905
Westfield, . . . . .	.37 $\frac{1}{2}$	18.00	1910	8	48	—	1902
Worcester, . . . . .	.40	19.20	1910	8	48	—	1901
Electrical Workers.							
<i>Insidemen.</i>							
Boston, . . . . .	.50	24.00	1909	8	48	5	1903
Brockton, . . . . .	.44	19.36	1909	8	44	12	1910
Fall River, . . . . .	.37 $\frac{1}{2}$	18.00	1910	8	48	—	1909
Holyoke, . . . . .	.37 $\frac{1}{2}$	18.00	—	8	48	—	—
Lawrence,	—	—	—	9	54	3	—
Lynn, . . . . .	.43 $\frac{3}{4}$	21.00	1910	8	48	3	1904

I. BUILDING AND STONE WORKING — *Continued.*A. BUILDING TRADES — *Continued.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			
	Hour	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Number of Months Saturday Half-holiday in Effect	Years in which Present Hours went into Effect
Electrical Workers — Con.							
<i>Insidemen — Con.</i>							
Marlborough,	\$0.40	\$19.20	1908	8	48	—	—
New Bedford, . . . . .	.41	19.68	1910	8	48	—	1910
Pittsfield, . . . . .	.40 $\frac{5}{8}$	19.50	1910	8	48	—	1902
Quincy, . . . . .	.40 $\frac{5}{8}$	19.50	1906	8	48	—	1907
Salem, . . . . .	.43 $\frac{3}{4}$	21.00	1910	8	48	—	1902
Springfield, . . . . .	.40 $\frac{5}{8}$	17.88	1909	8	44	12	1909
Worcester, . . . . .	.37 $\frac{1}{2}$	18.00	1906	8	48	—	1904
<i>Linemen.</i>							
Fall River,	{ .31 $\frac{1}{4}$ — .33 $\frac{1}{2}$	15.00— 16.00	—	8	48	—	1909
Lawrence,	—	16.50	—	9	54	3	—
Springfield,	—	15.00	1900	9	54	—	1900
Worcester, . . . . .	.25	15.00	1906	10	60	—	1900
<i>Helpers.</i>							
Pittsfield,	—	13.50	1910	8	48	—	1902
Worcester, . . . . .	.25	12.00	1906	8	48	—	1900
Gasfitters.							
Boston, . . . . .	.45	21.60	1905	8	48	—	—
Brockton, . . . . .	.50	22.00	1910	8	44	12	1910
Northampton, . . . . .	.37 $\frac{1}{2}$	18.00	1909	8	48	—	1902
Pittsfield, . . . . .	.43 $\frac{3}{4}$	21.00	1908	8	48	—	1900
Quincy, . . . . .	.43 $\frac{3}{4}$	21.00	1906	8	48	—	1901
Hoisting and Portable Engineers.							
Boston, . . . . .	.50	24.00	1902	8	48	—	1902
Lawrence, . . . . .	.37 $\frac{1}{2}$	18.00	1908	8	48	—	1909
New Bedford, . . . . .	.41	19.68	1909	8	48	—	1900
Rockport, . . . . .	.25	12.00	1909	8	48	—	1908
Salem,	—	18.00	1910	{ 8 9	{ 48 54	{ }	4 1910
Springfield, . . . . .	.45	21.60	1910	8	48	—	—
Worcester, . . . . .	.40	19.20	1904	8	48	—	1904
Insulators and Asbestos Workers.							
Boston, . . . . .	.40 $\frac{5}{8}$	19.50	1908	8	48	—	1908
Lathers.							
Boston, . . . . .	.55	24.20	1910	8	44	12	1908
Brockton, . . . . .	.50	22.00	1908	8	44	12	1908
Pittsfield, . . . . .	.27 $\frac{1}{2}$	12.10	1909	8	44	12	1909
Fall River, . . . . .	.40	21.60	—	9	54	—	1907
Lawrence,	—	22.50	1909	8	48	—	1909
New Bedford, . . . . .	.25	13.50	1907	9	54	—	1907
Pittsfield, . . . . .	.55	24.20	1909	8	44	12	1909
Quincy, . . . . .	.50	24.00	1906	8	48	3	1906
Springfield, . . . . .	.50	22.00	1910	8	44	12	1910
Waltham, . . . . .	.50	24.00	1907	8	44	12	1906
Painters.							
Amherst,	—	15.00	1900	9	54	—	1900
Attleborough, . . . . .	.31 $\frac{1}{4}$	15.00	1905	8	48	—	1906
Beverly, . . . . .	.37 $\frac{1}{2}$	18.00	1909	8	48	—	1906
Boston, . . . . .	.45 $\frac{1}{2}$	20.02	1910	8	44	12	1910
Brookline, . . . . .	.45 $\frac{1}{2}$	20.02	1910	8	44	12	1908
Canton, . . . . .	.35	16.80	1908	8	48	—	1907
Chelsea, . . . . .	.37 $\frac{1}{2}$	18.00	1907	8	48	—	1902
Chicopee, . . . . .	.37 $\frac{1}{2}$	18.00	1902	8	48	—	1900
Clinton, . . . . .	.35	16.80	1910	8	48	—	—
Concord, . . . . .	.37 $\frac{1}{2}$	18.00	1909	8	48	—	1905
Easton, . . . . .	.34 $\frac{3}{8}$	16.50	1910	8	48	—	1902
Fall River, . . . . .	.37 $\frac{1}{2}$	16.50	1910	8	44	12	1910

I. BUILDING AND STONE WORKING — *Continued.*A. BUILDING TRADES — *Continued.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			
	Hour	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Number of Months Saturday Half-holiday in Effect	Years in which Present Hours went into Effect
Painters — Con.							
Fitchburg,	\$0.35	\$16.80	1907	8	48	—	1902
Framingham, . . . . .	.37½	18.00	1910	8	48	4	1906
Great Barrington, . . . . .	.37½	18.00	1908	8	48	—	1907
Greenfield, . . . . .	.34¾	16.50	1910	8	48	—	1904
Hingham, . . . . .	.35	16.80	1910	8	48	—	1902
Hyde Park, . . . . .	.37½	18.00	1907	8	48	—	1902
Lawrence, . . . . .	.35	16.80	1909	8	48	4	1902
Lenox, . . . . .	.41	19.68	1910	8	48	—	1906
Lynn, . . . . .	.45	19.80	1910	8	44	12	1910
Malden, . . . . .	.35	16.80	1905	8	48	—	1900
Manchester, . . . . .	.37½	18.00	1909	8	48	—	1908
Marlborough, . . . . .	.37½	18.00	1910	8	48	—	1902
Medford, . . . . .	.37½	18.00	1907	8	48	3	—
Milford, . . . . .	.35	16.80	1910	8	48	—	1907
Milton, . . . . .	.41	19.68	1910	8	48	—	1900
New Bedford,	—	—	—	8	48	—	1902
Newton, . . . . .	.37½	18.00	1907	8	48	—	1902
North Adams, . . . . .	.34¾	16.50	1905	8	48	—	1900
Northampton, . . . . .	.31¼ } .37½ }	15.00- 18.00 }	—	8	48	—	—
Norwood, . . . . .	.37½	18.00	1910	8	48	—	—
Pittsfield, . . . . .	.40¾	19.50	1910	8	48	—	1902
Plymouth, . . . . .	.31¼	15.00	1900	8	48	—	1900
Quincy, . . . . .	.37½	18.00	1907	8	48	—	—
Rockland, . . . . .	.34¾	16.50	1908	8	48	—	1907
Salem, . . . . .	.34¾	16.50	1910	8	48	—	1907
Somerville, . . . . .	.37½	18.00	1907	8	48	—	1903
Springfield, . . . . .	.41	18.04	1908	8	44	12	1908
Taunton, . . . . .	.31¼	15.00	1903	8	48	—	1904
Waltham, . . . . .	.37½	18.00	1907	8	48	—	1901
Ware,	—	15.00	1907	9	54	—	1907
Webster, . . . . .	.28½	13.50	1907	8	48	—	1907
Wellesley, . . . . .	.41	18.04	1910	8	44	12	1910
Westborough, . . . . .	.31¼	15.00	1906	8	48	—	1905
Westfield, . . . . .	.37½	18.00	1910	8	48	—	1902
Williamstown, . . . . .	.37½	18.00	1908	8	48	—	1906
Worcester, . . . . .	.40	19.20	1910	8	48	—	1901
Hardwood Finishers.							
Boston, . . . . .	.30	15.00	1905	9	50	12	—
Paperhangers.							
Amherst,	—	15.00	1900	9	54	—	1900
Attleborough, . . . . .	.34¾	16.50	1905	8	48	—	1906
Canton, . . . . .	.35	16.80	1908	8	48	—	1907
Chicopee, . . . . .	.37½	18.00	1902	8	48	—	1900
Clinton, . . . . .	.35	16.80	1910	8	48	—	—
Concord, . . . . .	.37½	18.00	1909	8	48	—	1905
Easton, . . . . .	.34¾	16.50	1910	8	48	—	1902
Fall River, . . . . .	.37½	16.50	1910	8	44	12	1910
Fitchburg, . . . . .	.35	16.80	1907	8	48	—	1902
Great Barrington, . . . . .	.37½	18.00	1908	8	48	—	1907
Hyde Park, . . . . .	.37½	18.00	1907	8	48	—	1902
Lawrence, . . . . .	.37½	18.00	1909	8	48	4	1902
Lynn, . . . . .	.45	19.80	1910	8	44	12	1910
Manchester, . . . . .	.37½	18.00	1907	8	48	—	1902
Marlborough, . . . . .	.37½	18.00	1910	8	48	—	1902
Milford, . . . . .	.31¼	15.00	1906	8	48	—	1907
New Bedford, . . . . .	.35	16.80	—	8	48	—	1902
Newton, . . . . .	.37½	18.00	1907	8	48	—	1902
Norwood, . . . . .	.37½	18.00	1910	8	48	—	—
Pittsfield, . . . . .	.43¾	21.00	1910	8	48	—	1902
Plymouth, . . . . .	.31¼ } .34¾ }	15.00 16.50 }	1900	8	48	—	1900
Quincy, . . . . .	.37½	18.00	1907	8	48	—	—
Rockland, . . . . .	.34¾	16.50	1908	8	48	—	1907

I. BUILDING AND STONE WORKING — *Continued.*A. BUILDING TRADES — *Continued.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			
	Hour	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Number of Months Saturday Half-holiday in Effect	Years in which Present Hours went into Effect
Paperhangers — Con.							
Salem,	\$0.34 $\frac{3}{8}$	\$16.50	1908	8	48	—	1907
Somerville, . . . . .	.37 $\frac{1}{2}$	18.00	1907	8	48	—	1903
Springfield, . . . . .	.41	18.04	1908	8	44	12	1908
Taunton, . . . . .	.34 $\frac{3}{8}$	16.50	1903	8	48	—	1904
Ware, . . . . .	.33 $\frac{1}{3}$	18.00	1907	9	54	—	1907
Webster, . . . . .	.28 $\frac{1}{8}$	13.50	1907	8	48	—	1907
Wellesley, . . . . .	.41	18.04	1910	8	44	12	1910
Westborough, . . . . .	.31 $\frac{1}{4}$	15.00	1906	8	48	—	1905
Westfield, . . . . .	.37 $\frac{1}{2}$	18.00	1910	8	48	—	1902
Pavers.							
Boston, . . . . .	.50 .62 $\frac{1}{2}$.75	24.00 30.00 36.00	—	8	48	—	—
Rammermen.							
Boston, . . . . .	.43 $\frac{3}{4}$	21.00	1907	8	48	—	1907
Plasterers.							
Attleborough, . . . . .	.50	24.00	1908	8	48	—	1907
Beverly, . . . . .	.55	26.40	1907	8	48	—	1901
Boston, . . . . .	.65	28.60	1910	8	44	12	1895
Brockton, . . . . .	.60	26.40	1910	8	44	12	1910
Cambridge, . . . . .	.62 $\frac{1}{2}$	27.50	1909	8	44	12	1902
Clinton, . . . . .	.55	26.40	1907	8	48	—	1902
Fitchburg, . . . . .	.55	26.40	1907	8	48	—	1900
Framingham, . . . . .	.60	26.40	1909	8	44	12	1909
Gardner, . . . . .	.55	26.40	1908	8	48	—	1905
Great Barrington, . . . . .	.56 $\frac{1}{4}$	27.00	—	8	48	—	—
Greenfield, . . . . .	.50	24.00	1909	8	48	—	1903
Holyoke, . . . . .	.60	28.80	1910	8	48	3	1892
Lawrence, . . . . .	.60	26.40	1910	8	44	12	1905
Marlborough, . . . . .	.55	26.40	1908	8	48	4	1908
New Bedford, . . . . .	.60	26.40	1910	8	44	12	1907
Newburyport, . . . . .	.50	24.00	1910	8	48	—	1901
Newton, . . . . .	.60	26.40	1907	8	44	12	1906
North Adams, . . . . .	.56 $\frac{1}{4}$	27.00	1909	8	48	—	1902
Northampton, . . . . .	.56 $\frac{1}{4}$	27.00	1910	8	48	—	1900
Pittsfield, . . . . .	.61 $\frac{1}{11}$	27.00	1909	8	44	12	1907
Plymouth, . . . . .	.50	24.00	1907	8	48	—	1903
Quincy, . . . . .	.60	26.40	1910	8	44	12	1906
Springfield, . . . . .	.60	26.40	1910	8	44	12	1910
Taunton, . . . . .	.50	24.00	1910	8	48	—	1905
Waltham, . . . . .	.65	28.60	1910	8	44	12	1904
Worcester, . . . . .	.60	28.80	1910	8	48	—	1890
Plumbers.							
Beverly, . . . . .	.55	24.20	1910	8	44	12	1910
Boston, . . . . .	.55	24.20	1910	8	44	12	1907
Brockton, . . . . .	.55	24.20	1910	8	44	12	1910
Fall River, . . . . .	.40 $\frac{5}{8}$	19.50	1894	8	48	—	1909
Fitchburg, . . . . .	.43 $\frac{3}{4}$	21.00	1908	8	48	—	1900
Gloucester, . . . . .	.37 $\frac{1}{2}$	18.00	1909	8	48	2	1899
Holyoke (Senior), . . . . .	.44	19.36	1910	8	44	12	1910
Holyoke (Junior), . . . . .	.34	14.96	1910	8	44	12	1910
Lawrence, . . . . .	.43 $\frac{3}{4}$	21.00	1909	8	48	3	1906
Lenox, . . . . .	.37 $\frac{1}{2}$	18.00	1905	8	48	—	1902
Lynn, . . . . .	.55	24.20	1908	8	44	12	1908
Malden, . . . . .	.46 $\frac{7}{8}$	22.50	1907	8	48	—	1909
Marlborough, . . . . .	.46 $\frac{7}{8}$	22.50	1909	8	48	4	1909
Natick, . . . . .	.43 $\frac{3}{4}$	21.00	1907	8	48	—	1904
New Bedford, . . . . .	.45 $\frac{1}{2}$	21.84	1910	8	48	—	1901
Newton, . . . . .	.50	24.00	1909	8	48	—	1907
Northampton, . . . . .	.37 $\frac{1}{2}$	18.00	1909	8	48	—	1902
Pittsfield, . . . . .	.43 $\frac{3}{4}$	21.00	1908	8	48	—	1900
Quincy, . . . . .	.43 $\frac{3}{4}$	21.00	1906	8	48	—	1901
Springfield, . . . . .	.47 $\frac{1}{4}$	21.01	1909	8	44	12	1909

I. BUILDING AND STONE WORKING — *Continued.*A. BUILDING TRADES — *Continued.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			
	Hour	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Number of Months Saturday Half-holiday in Effect	Years in which Present Hours went into Effect
Road Rolling Engineers.							
Salem,	\$0.40	\$21.60	1910	9	54	—	1910
Roofers.							
Boston, . . . . .	.43 $\frac{3}{4}$	21.00	1907	8	48	—	1907
Brockton, . . . . .	.43 $\frac{3}{4}$	21.00	1907	8	48	—	1907
Pittsfield, . . . . .	.37 $\frac{1}{2}$	18.00	1909	8	48	—	1909
Helpers.							
Brockton, . . . . .	.31 $\frac{1}{4}$	15.00	1907	8	48	—	1907
Sheet Metal Workers.							
Fall River, . . . . .	.37 $\frac{1}{2}$	18.00	1910	8	48	—	1908
Holyoke, . . . . .	.37 $\frac{1}{2}$	18.00	1910	8	48	—	—
Lawrence,	—	15.00	—	9	54	—	—
Lynn, . . . . .	.55	24.20	1909	8	44	12	1910
Marlborough, . . . . .	.43 $\frac{3}{4}$	21.00	1910	8	48	5	1901
Natick, . . . . .	.45	21.60	1910	8	48	—	1904
Springfield, . . . . .	.41	18.04	1906	8	44	12	1909
Worcester,	{ .34 $\frac{3}{8}$.46 $\frac{7}{8}$	{ 16.50 22.50 }	{ 1909	8	48	—	1909
Sign Painters.							
Boston, . . . . .	.50	24.00	1909	8	48	—	1892
Chelsea, . . . . .	.43 $\frac{3}{4}$	21.00	1907	8	48	—	1902
Plymouth, . . . . .	.43 $\frac{3}{4}$	21.00	1900	8	48	—	1900
Springfield, . . . . .	.50	24.00	1908	8	44	12	1908
Steam Shovel and Dredge- men.							
Cranemen.							
Boston,	—	{ 18.00 24.00 }	{ 1910	10	60	—	—
Engineers.							
Boston,	—	{ 18.00 36.00 }	{ 1910	10	60	—	—
Firemen.							
Boston, . . . . .	.25	{ 11.00 14.00 }	{ 1910	12	84	—	—
Steamfitters.							
Journeyman.							
Beverly, . . . . .	.55	24.20	1910	8	44	12	1910
Boston, . . . . .	.50	22.00	1906	8	44	12	1906
Brockton, . . . . .	.50	22.00	1910	8	44	12	1910
Fall River, . . . . .	.33 $\frac{1}{3}$	18.00	—	9	54 ¹	—	—
Gloucester, . . . . .	.37 $\frac{1}{2}$	18.00	1909	8	48	2	1899
Holyoke, . . . . .	.43 $\frac{3}{4}$	21.00	—	8	48 ²	3	1904
Lawrence, . . . . .	.37 $\frac{1}{2}$	18.00	1909	8	48	—	1906
Lynn, . . . . .	.55	24.20	1910	8	44	12	1909
Natick, . . . . .	.43 $\frac{3}{4}$	21.00	1907	8	48	—	1904
Northampton, . . . . .	.37 $\frac{1}{2}$	18.00	1909	8	48	—	1902
Pittsfield, . . . . .	.43 $\frac{3}{4}$	21.00	1908	8	48	—	1900
Quincy, . . . . .	.43 $\frac{3}{4}$	21.00	1906	8	48	—	1901
Springfield, . . . . .	.43 $\frac{3}{4}$	19.25	1908	8	44	12	1908
Worcester, . . . . .	.40 $\frac{3}{8}$	19.50	1902	8	48	—	1902
Helpers.							
Boston, . . . . .	.25	11.00	1906	8	44	12	1906
Fall River,	—	{ 5.00 12.00 }	{ —	—	54 ¹	—	—
Holyoke, . . . . .	.25	12.00	—	8	48 ²	—	1904
Springfield, . . . . .	.21 $\frac{1}{4}$	9.63	1908	8	44	12	1908
Worcester, . . . . .	.25	12.00	1902	8	48	—	1902

¹ 48 hours for 4 months — in effect 1910.² 44 hours for 3 months without loss of pay.

I. BUILDING AND STONE WORKING — *Continued.*A. BUILDING TRADES — *Concluded.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			
	Hour	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Number of Months Saturday Half-holiday in Effect	Years in which Present Hours went into Effect
Stonemasons.							
Athol,	\$0.50	\$24.00	1902	8	48	—	1902
Attleborough, . . . . .	.50	24.00	1908	8	48	—	1907
Beverly, . . . . .	.50	24.00	1907	8	48	—	1901
Boston, . . . . .	.60	26.40	1906	8	44	12	1906
Brockton, . . . . .	.50	24.00	1907	8	48	—	1900
Cambridge, . . . . .	.60	26.40	—	8	44	12	—
Clinton, . . . . .	.55	26.40	1907	8	48	—	1902
Dedham, . . . . .	.50	24.00	1906	8	48	—	1905
Fall River, . . . . .	.55	26.40	1910	8	48	—	—
Fitchburg, . . . . .	.55	26.40	1907	8	48	—	1900
Framingham, . . . . .	.55	24.20	1909	8	44	12	1909
Gardner, . . . . .	.55	26.40	1908	8	48	—	1905
Gloucester, . . . . .	.50	24.00	—	8	48	—	—
Great Barrington, . . . . .	.56¼	27.00	—	8	48	—	—
Haverhill, . . . . .	.50	24.00	1907	8	48	—	—
Holyoke, . . . . .	.60	28.80	1910	8	48	3	1906
Lawrence, . . . . .	.60	26.40	1910	8	44	12	1908
Lynn, . . . . .	.55	24.20	1906	8	44	12	1909
Malden, . . . . .	.55	24.20	1907	8	44	12	1907
Marlborough, . . . . .	.40	19.20	1908	8	48	4	1908
Newburyport, . . . . .	.50	24.00	1904	8	48	—	1901
Newton, . . . . .	.60	26.40	1907	8	44	12	1906
North Adams, . . . . .	.56¼	27.00	1909	8	48	—	1902
Northampton, . . . . .	.43¾	21.00	1906	8	48	—	1902
Pittsfield, . . . . .	.61½ ¹¹	27.00	1909	8	44	12	1907
Plymouth, . . . . .	.50	24.00	—	8	48	—	1903
Quincy, . . . . .	.60	26.40	1910	8	44	12	1906
Salem, . . . . .	.50	24.00	1907	8	48	—	1905
Springfield, . . . . .	.60	26.40	1910	8	44	12	1910
Taunton, . . . . .	.50	24.00	1910	8	48	—	1905
Waltham, . . . . .	.60	26.40	1905	8	44	12	1904
Westfield, . . . . .	.55	26.40	1907	8	48	—	1907
Worcester, . . . . .	.50	22.00	1910	8	44	12	—
Tile Layers.							
<i>Helpers.</i>							
Boston, . . . . .	.32½	14.30	1907	8	44	12	1907

B. BUILDING AND STREET LABOR.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			
	Hour	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Number of Months Saturday Half-holiday in Effect	Years in which Present Hours went into Effect
Building Laborers.							
Attleborough, . . . . .	.25	\$12.00	1907	8	48	—	1897
Boston, . . . . .	.30	13.20	1904	8	48	—	1904
Brockton, . . . . .	.35	16.80	1907	8	48	—	—
Brookline, . . . . .	.35	15.40	1910	8	44	12	1904
Cambridge, . . . . .	.35	15.40	1909	8	44	12	1909
Easthampton, . . . . .	.35	16.80	1910	8	48	—	1900
Haverhill, . . . . .	.31¼	15.00	—	8	48	—	—
Lawrence, . . . . .	.37½	16.50	1908	8	44	12	1906
Lowell, . . . . .	.30	13.20	1907	8	44	12	1910
Lynn, . . . . .	.33	14.52					
	.30	14.40	1904	8	48	4	—

I. BUILDING AND STONE WORKING — *Continued.*B. BUILDING AND STREET LABOR — *Concluded.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			
	Hour	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Number of Months Saturday Half-holiday in Effect	Years in which Present Hours went into Effect
Building Laborers — Con.							
Newton,	\$0.35	\$15.40	1910	8	44	12	1910
North Adams, . . . . .	.28 $\frac{1}{2}$	13.50	1900	8	48	—	1906
Northampton, . . . . .	.35	16.80	1910	8	48	—	1907
Pittsfield, . . . . .	.35	16.80	—	8	48	—	—
Quincy, . . . . .	.31 $\frac{1}{4}$	13.75	1910	8	44	12	1910
Salem, . . . . .	.35	16.80	1910	8	48	—	1909
Springfield, . . . . .	.35	15.40	1910	8	44	12	1910
Taunton, . . . . .	.25	12.00	—	8	48	—	—
Waltham, . . . . .	.35	15.40	1906	8	44	12	1906
Worcester, . . . . .	.31 $\frac{1}{4}$	15.00	1909	8	48	—	1900
Excavators.							
Boston, . . . . .	.25	12.00	1904	8	48	—	1904
Mason Tenders.							
Westfield, . . . . .	.31 $\frac{1}{4}$	15.00	1907	8	48	—	1907
Plasterers' Tenders.							
Haverhill, . . . . .	.31 $\frac{1}{4}$	15.00	1907	8	48	—	1907
Lynn, . . . . .	.32	15.36	1904	8	48	4	—
Somerville, . . . . .	.40	17.60	1910	8	44	12	1890

C. STONE WORKING.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			
	Hour	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Number of Months Saturday Half-holiday in Effect	Years in which Present Hours went into Effect
Granite Cutters.							
Boston, . . . . .	.42 .43 $\frac{3}{8}$	\$20.16 20.82	1909	8	48	—	1900
Chelmsford, . . . . .	.37 $\frac{1}{2}$	18.00	1908	8	48	—	1908
Chester, . . . . .	.37 $\frac{1}{2}$	18.00	1905	8	48	—	1900
Fall River, . . . . .	.40 $\frac{5}{8}$	19.50	1907	8	48	—	1907
Fitchburg, . . . . .	.37 $\frac{1}{2}$	18.00	1904	8	48	—	1901
Foxborough, . . . . .	.37 $\frac{1}{2}$	18.00	1900	8	48	—	1900
Gloucester, . . . . .	.37 $\frac{1}{2}$	18.00	1905	8	48	—	1905
Lawrence, . . . . .	.37 $\frac{1}{2}$	18.00	1902	8	48	—	1900
Lowell, . . . . .	.37 $\frac{1}{2}$	18.00	1905	8	48	—	1900
Lynn, . . . . .	.40	18.00	1905	8	45	12	1909
Marion, . . . . .	.45	20.25	1910	8	45	12	1909
Milford, . . . . .	.42	20.16	—	8	48	—	—
Monson, . . . . .	.40	19.20	1908	8	48	3	1908
New Bedford, . . . . .	.40 .45	18.00 20.25	1906	8	45	12	1906
Quincy, . . . . .	.37 $\frac{1}{2}$	18.00	1908	8	48	3	1900
Springfield, . . . . .	.40 $\frac{5}{8}$	19.50	1904	8	48	—	1904
Taunton, . . . . .	.37 $\frac{1}{2}$	18.00	1903	8	48	—	1900
Worcester, . . . . .	.40	19.20	1905	8	48	5	1892
Marble Polishers.							
Boston, . . . . .	.25 .31 $\frac{1}{4}$	12.00 15.00	1902	8	48	—	1902
Quincy, . . . . .	.37 $\frac{1}{2}$	18.00	1908	8	48	2	1908
Worcester, . . . . .	.37 $\frac{1}{2}$	18.00	1905	8	48	5	1892

I. BUILDING AND STONE WORKING — *Continued.*C. STONE WORKING — *Continued.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			
	Hour	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Number of Months Saturday Half-holiday in Effect	Years in which Present Hours went into Effect
Marble Polishers — Con.							
Bed Rubbers.							
Boston,	\$0.37½	\$18.00	1902	8	48	—	1902
Helpers.							
Boston, . . . . .	.30	14.40	1902	8	48	—	1902
Paving Cutters.							
Chelmsford,	{ .40- .50	19.20 24.00	1910	8	48	—	1910
Fall River, . . . . .	.40	19.20					
New Bedford,	{ .45 .50	21.60 24.00	1908	8	48	—	1907
Quarry Workers.							
Blacksmiths.							
Chelmsford, . . . . .	.37½	18.00	1909	8	48	—	1906
Chester,	{ .28 .30	14.84 15.90	1910	9	53	—	1910
East Longmeadow, . . . . .	.34	18.02					
Milford, . . . . .	.42	18.90	1908	8	45	12	1908
Rockport,	{ .33- .35	15.84- 16.80	1908	8	48	—	1904
Blacksmiths' Helpers.							
Milford, . . . . .	.28	12.60	1908	8	48	6	1908
Carpenters.							
Chelmsford, . . . . .	.28½	13.50	1909	8	48	—	1906
Chelmsford (boss), . . . . .	.31¼	15.00	1909	8	48	—	1906
Derrickmen.							
Chelmsford (head), . . . . .	.28½	13.50	1909	8	48	—	1906
Chelmsford, . . . . .	.25	12.00	1909	8	48	—	1906
Milford,	{ .22 .25 .28	10.56 12.00 13.44	1908	8	48	—	1908
Engineers.							
Chelmsford,	{ .25 .28½ .30 .31¼	12.00 13.50 14.40 15.00	1909	8	48	—	1906
Chester,	{ .27 .28	14.31 14.84					
Laborers.							
Chester, . . . . .	.20	10.60	1910	9	53	—	1910
East Longmeadow, . . . . .	.20	10.60	1908	9	53	—	1906
Planermen.							
East Longmeadow, . . . . .	.34	18.02	1908	9	53	—	1906
Quarrymen.							
Chelmsford,	{ .22½ .25	10.80 12.00	1909	8	48	—	1906
East Longmeadow, . . . . .	.25	13.25					
Gloucester, . . . . .	.38½	21.00	—	9	54	—	—
Milford, . . . . .	.28	12.60	1909	8	45	12	1908
Quincy, . . . . .	.28	13.44	1908	8	48	—	1901
Rockport,	{ .18- .25	8.64- 12.00	1908	8	48	—	1904
Sawyers.							
East Longmeadow, . . . . .	.28	14.84	1908	9	53	—	1906
Worcester, . . . . .	.37½	18.00	1905	8	48	5	1892

I. BUILDING AND STONE WORKING — *Concluded.*C. STONE WORKING — *Concluded.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			
	Hour	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Number of Months Saturday Half-holiday in Effect	Years in which Present Hours went into Effect
Quarry Workers — Con.							
<i>Shovelers.</i>							
Chelmsford,	\$0.22½	\$10.80	1909	8	48	—	1906
<i>Steam Drillers.</i>							
Chester,	$\left\{ \begin{array}{l} .25 \\ .27 \\ .30 \end{array} \right.$	$\left\{ \begin{array}{l} 13.25 \\ 14.31 \\ 15.90 \end{array} \right.$	1910	9	53	—	1910
Rockport, . . . . .	.25	12.00	1901	8	48	—	—
<i>Traveler Operators.</i>							
East Longmeadow, . . . . .	.28	14.84	1908	9	53	—	1906
Stone Cutters.							
Boston, . . . . .	.50	22.00	1902	8	44	12	1885
Lee, . . . . .	.50	24.00	1905	8	48	—	1905
Springfield, . . . . .	.50	22.00	1897	8	44	12	1890
Westford, . . . . .	.37½	18.00	—	8	48	—	—
Tool Sharpeners.							
Chester, . . . . .	.37½	18.00	1905	8	48	—	1900
Quincy, . . . . .	.37½	18.00	1908	8	48	—	1905
Worcester, . . . . .	.40	19.20	1905	8	48	5	1892

II. CLOTHING.

A. BOOTS AND SHOES.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Weekly Rates	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Bottom Finishers.							
Salem,	week	{ \$9.00 11.00	\$9.00 11.00	} 1909	10	55	1909
Counter Workers.							
Chelsea,	hour	.14	7.00	1908	9	50	1908
Cutters.							
Chelsea,	hour	{ .35 .40 15.00 16.00	17.15 19.60 15.00 16.00	} 1909	9	49	1909
Haverhill,	week	{ 16.50 16.59 16.75	16.00 16.50 16.75	} 1907	{ 10 10 9	55 60 54	1909 1909 1905
Lynn,	hour	.35	19.25	1906	10	55	-
Marlborough,	day	{ 2.50 2.75	15.00 16.50	} 1907	-	58	1907
Finishers.							
Whitman,	day	2.75	16.50	1910	9	54	1902
Ironers.							
Salem,	day	3.00	18.00	1910	10	55	1910
Nailers and Heelers.							
Lynn,	week	15 00	15.00	1910	10	55	1910
Pasters.							
Chelsea,	hour	.12	6.00	1908	9	50	1908
Shavers.							
Chelsea,	day	3.50	21.00	1909	9	54	-
Sluggers.							
Chelsea,	day	4.20	25.20	1909	9	54	-
Sole Sorters.							
Haverhill,	week	15.00	15.00	1907	10	55	1903
Stitchers.							
Marlborough,	day	{ 1.75 2.00	10.50 12.00	} 1907	-	58	1907
Stockfitters.							
Beverly,	day	2.00	12.00	1909	10	55	1909
Danvers,	day	2.00	12.00	1909	-	55	1909
North Adams,	day	{ 2.25 2.50	13.50 15.00	} -	9	54	-
Salem,	day	2.00	12.00	1909	-	55	1909
Tackers.							
Chelsea,	hour	.17	8.50	1908	9	50	1908
Tip Fixers.							
Chelsea,	hour	.14 ²² / ₂₇	8.00	1908	9	54	1908
Treers.							
Brockton,	day	2.50	15.00	-	9	54	-
Marlborough,	day	{ 2.25 2.50	13.50 15.00	} 1907	-	58	1907
North Adams,	week	{ 6.00 12.00	6.00 12.00	} -	9	54	-

II. CLOTHING — *Continued.*

B. GARMENTS.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Bushel Men.					
Northampton,	\$14.00	1891	10	60	1891
Pittsfield,	15.00	1906	12	72	1906
Cloth Pressers.					
Holyoke,	12.90	1908	10 $\frac{1}{4}$	56	1909
Clothing Trimmers.					
Boston,	18.00	1900	9	53	1904
Coat Makers.					
Boston,	20.00	1910	9	54	-
Pittsfield,	17.00	1906	12	72	1906
Finishers.					
Boston,	15.00	1910	9	54	1910
Helpers.					
Boston,	8.00	1910	9	54	1910
Pants Makers.					
Boston:					
Operators,	¹ 15.00	1910	9	54	-
Pressers,	¹ 16.00	1910	9	54	-
Pressers (seams and pieces),	¹ 11.00	1910	9	54	-
Pressers (top and bottom),	¹ 12.00	1910	9	54	-
Pittsfield,	15.00	1906	12	72	1906
Piece Pressmen.					
Boston (first class),	18.00	1910	9	53	1906
Boston (second class),	15.00	1910	9	53	1906
Pressmen.					
Boston,	22.00	-	9	53	1906
Skirt Makers.					
Boston,	19.00	1910	9	54	1910
Tailors.					
Andover,	18.00	1908	10	60	1908
Fitchburg,	13.50	1906	10	² 60	1906
Holyoke,	14.00	1907	10	60	1907
Lawrence,	{ 15.00 }	1901	10	60	1901
Pittsfield,	{ 20.00 }	1907	12	65	1907
Vest Makers.					
Boston (operators),	{ 15.00 }	1907	10	60	1907
Boston (pressmen),	{ 18.00 }	1907	10	60	1907
	{ 15.00 }				
	{ 16.50 }				

¹ Minimum.² Friday half-holiday during two months of the year.

II. CLOTHING — *Concluded.*

C. HATS, CAPS, AND FURS.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Felt and Straw Hat Workers.					
Boston,	\$18.60	1910	9	53	1910
Fur Cutters.					
Boston,	{ 20.00 35.00 }	-	9	54	-

D. SHIRTS, COLLARS, AND LAUNDRY.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Weekly Rates	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Drivers.							
Boston,	week	\$12.00	\$12.00	-	-	-	-
Brockton,	week	{ 12.00 20.00 }	{ 12.00 20.00 }	-	10	60	-
Haverhill,	week	12.00	12.00	-	9	54	1903
Ironers (plain).							
Haverhill,	day	1.35	8.10	1909	9	54	1903
Ironers (starch).							
Haverhill,	day	1.60	9.60	1909	9	54	1903
Lumpers.							
Haverhill,	week	10.00	10.00	-	9	54	1903
Polishers.							
Haverhill,	week	12.00	12.00	-	9	54	1903
Washers.							
Haverhill,	week	12.00	12.00	-	9	54	1903

III. FOOD, LIQUORS, AND TOBACCO.

A. FOOD PRODUCTS.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Bakers.¹					
<i>Foremen.</i>					
Boston,	\$24. 00	1907	9	54	-
Brockton,	20. 00	1900	9	54	1900
Holyoke,	18. 00	1903	10	60	1903
Lynn,	20. 00	1909	9	54	1909
New Bedford,	18. 00	1910	10	60	1910
Salem,	18. 00	1905	9	54	1905
Springfield,	18. 00	-	10	60	-
Taunton,	18. 00	1903	10	60	1903
<i>Second Hands.</i>					
Boston,	29. 00	1907	9	54	-
Brockton,	16. 00	1900	9	54	1900
Brockton (night),	18. 00	1909	9	54	1900
Holyoke,	15. 00	1903	10	60	1903
Lynn,	16. 00	1909	9	54	1909
New Bedford,	15. 00	1910	10	60	1910
Salem,	16. 00	1905	9	54	1905
Springfield,	15. 00	-	10	60	-
Taunton,	15. 00	1903	10	60	1903
<i>Third Hands.</i>					
Boston,	18. 00	1907	9	54	-
New Bedford,	13. 00	1910	10	60	1910
Taunton,	14. 00	1903	10	60	1903
<i>Journeymen (day).</i>					
Brockton,	15. 00	1900	9	54	1900
Salem,	15. 00	1905	9	54	1905
<i>Journeymen (night).</i>					
Brockton,	16. 00	1900	9	54	1900
<i>Bench Hands.</i>					
Holyoke,	13. 00	1903	10	60	1903
Lynn,	15. 00	1909	9	54	1909
Springfield,	13. 00	-	10	60	-
Butcher Workmen.					
Cambridge,	{ 13. 00- 20. 00 }	1901	10	60 ²	1901

¹ Bakery wagon drivers are classified under "Teaming." See page 66.² Sometimes work 58 hours.

III. FOOD, LIQUORS, AND TOBACCO — *Continued.*

B. LIQUORS.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Bottlers and Drivers.					
<i>Bottlers and Machine Operators.</i>					
Boston,	\$14. 50	1909	9	54	1909
Lawrence,	13. 00	1909	9	54	1909
Lowell,	15. 50	1910	8	48	-
Springfield,	16. 00	1910	8	48	1910
Worcester,	17. 00	1910	9	54	-
<i>Bottlers' Helpers.</i>					
Lawrence,	12. 00	1909	9	54	1909
Springfield,	13. 00	-	8	48	1910
Worcester,	15. 00	1910	9	54	-
<i>Bottlers (Packers).</i>					
Boston,	13. 50	1909	9	54	1909
Springfield,	14. 00	1910	8	48	1910
<i>Drivers.</i>					
Boston,	15. 50	1909	9	54	1909
Lowell,	18. 00	1910	8	48	1910
Springfield,	16. 00	1910	8	48	1910
Worcester,	18. 00	1910	9	54	-
<i>Drivers (One-Horse).</i>					
Lawrence,	13. 00	1909	9	54	1909
<i>Drivers (Two-Horse).</i>					
Lawrence,	15. 00	1909	9	54	1909
<i>Drivers' Helpers.</i>					
Lawrence,	13. 00	1909	9	54	1909
<i>First Workmen.</i>					
Springfield,	16. 00	1910	8	48	1910
<i>Floor Men.</i>					
Lowell,	13. 50	1910	8	48	-
<i>Stablemen.</i>					
Lawrence,	13. 00	1909	9	54	1909
Brewery Workmen.					
<i>Brewers.</i>					
Boston (foremen),	18. 00	1909	9	54	-
Boston,	16. 00	1909	9	54	-
Fall River,	15. 00	1910	9	54	1910
	19. 00				
	17. 00				
Holyoke,	21. 50	1910	8	48	1908
New Bedford (foremen),	19. 00	1910	9	54	1904
Pittsfield,	18. 00	1910	8	48	1909
	20. 00				
	16. 00				
Springfield,	21. 00	1910	8	48	1907
Worcester,	18. 00	1910	9	54	1901
<i>Brewers' Helpers.</i>					
Boston,	14. 00	1909	9	54	-
New Bedford,	16. 00	1910	9	54	1904
Worcester,	17. 00	1910	9	54	1901
<i>Cellar Men.</i>					
Boston,	16. 00	1909	9	54	1909
Lowell,	18. 00	1909	8	48	1909
New Bedford (foremen),	19. 00	1910	9	54	1904
New Bedford,	15. 00	1907	8	48	1907

¹ 54 hours in Summer.

III. FOOD, LIQUORS, AND TOBACCO — *Continued.*B. LIQUORS — *Concluded.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Brewery Workmen — Con.					
<i>Cellar and Fermenting Room Men.</i>					
Lawrence,	{ \$16.50 17.00 }	1908	8	48	-
<i>Coopers.</i>					
Boston,	24.00	1907	8	48	1901
Springfield,	19.50	1910	8	48	1907
Worcester,	21.00	1906	8	48	1906
<i>Engineers.</i>					
Fall River,	19.00	1910	8	56	-
Lawrence,	{ 17.00 18.00 }	1909	8	48	1909
New Bedford (assistant),	21.00	1910	9	54	1904
Springfield,	21.00	1910	8	56	1907
Worcester,	23.00	1910	8	56	1902
<i>Fermenting Room Men (Foremen).</i>					
New Bedford,	17.50	1910	9	54	1904
<i>Firemen.</i>					
Lawrence,	19.00	1909	8	48	1909
New Bedford,	18.00	1910	9	54	1904
Springfield,	18.00	1910	8	56	1907
<i>Kettle-men.</i>					
Boston,	16.00	1909	9	54	1909
Lawrence,	{ 16.00 17.00 }	1908	8	48	-
<i>Stablemen.</i>					
Lawrence,	16.00	1908	8	48	-
<i>Teamsters.</i>					
Boston (depot),	16.00	1909	9	54	1909
Boston,	17.00	1909	9	54	1909
Lawrence,	{ 15.00 16.00 }	1909	8	48	-
New Bedford,	17.00	1910	9	54	1904
Springfield,	{ 16.00 19.00 }	1910	8	48	1907
Worcester,	19.00	1910	9	54	-
<i>Teamsters' Helpers.</i>					
Boston,	14.00	1909	9	54	1909
New Bedford,	14.00	1907	8	48	1907
<i>Washhouse Men.</i>					
Boston,	16.00	1909	9	54	1909
Lawrence,	{ 17.00 18.50 }	1908	8	48	-
Lowell,	17.00	1909	8	48	1909
New Bedford (foremen),	18.00	1910	9	54	1904
<i>Watchmen.</i>					
New Bedford,	18.00	1910	9	54	1904
<i>Miscellaneous Employees.</i>					
New Bedford,	16.50	-	-	-	-

III. FOOD, LIQUORS, AND TOBACCO — *Concluded.*

C. TOBACCO.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Binders.					
Springfield,	\$6.00	1902	8½	48	1902
Branders and Stampers.					
Springfield,	7.00	1902	8	48	1902
Fillers.					
Springfield,	{ 5.00 10.00 }	1902	8	48	1902
Strippers.					
Springfield,	7.00	1902	8	48	1902

IV. LEATHER AND RUBBER GOODS.

LEATHER AND LEATHER GOODS.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Leather Goods Makers.					
Boston:					
Bag makers,	\$15.00	-	10	59	-
Box makers,	15.00	-	10	59	-
Case makers,	13.00	-	10	59	-
Harness fitters,	15.00	1907	9	53	1907
Harness stitchers,	12.50	1907	9	53	1907
Trunk liners,	8.00	-	10	59	-
Trunk makers,	12.00	-	10	59	-
Leather Workers.					
Springfield,	15.00	1909	9	54	1909
Woburn:					
Buffers,	15.00	-	10	59	-
Coaters,	13.00	-	9	54	-
Curriers,	{ 9.00	-	9	54	-
	{ 10.00	-			
Finishers,	{ 8.00	-	10	59	-
	{ 10.00	-			
Japanners,	16.00	-	9	54	-
Letterers,	{ 11.00	-	10	59	-
	{ 12.00	-			
Letter hands,	10.00	-	10	59	-
Machine hands,	10.00	-	10	59	-
Tackers,	{ 12.00	-	9	54	-
	{ 15.00	-			

V. METALS, MACHINERY, AND SHIPBUILDING.

A. IRON AND STEEL MANUFACTURES.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Weekly Rates	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Blacksmiths.							
Boston,	day	{ \$3.00 3.60	\$18.00 21.00	1910	9	54	1903
Boston (forgers),	day	4.00	24.00		{ 8 9	48 54	1903 —
Brockton,	week	16.00	16.00	1910	8	48	1902
Fitchburg,	hour	{ .27 .29½ .32½ .26½	14.31 15.64 17.23 14.05	1910	9	53	1907
Norwood,	hour	{ .37 .31	19.61 16.43		9	53	—
Salem,	hour	.31	16.43	1910	9	53	1906
Helpers.							
Boston,	day	2.25	13.50	1908	{ 8 9	48 54	1906
Brockton,	week	14.00	14.00	1903	8	48	1903
Salem,	hour	.21½	11.40	1910	9	53	1906
Boilermakers.							
Boston (first class),	hour	{ .35 .37½ .33½	18.55 19.88 17.86	1910	9	53	1907
Boston (second class), . . .	hour	{ .35 .30	18.55 15.90		9	53	1907
Boston (third class),	hour	{ .33½ .35 .30	17.86 18.55 15.90	1910	9	53	1907
Cambridge (first class), . . .	hour	.35	18.55	1907	9	53	1906
Cambridge (second class), . .	hour	.33	17.49	1907	9	53	1906
Cambridge (third class), . . .	hour	.29½	15.64	1907	9	53	1906
Fitchburg,	day	{ 2.50 3.50	15.00 21.00	—	9	54	—
Framingham,	hour	{ .28 .36	15.12 19.44		9	54	1898
Greenfield,	hour	.34	18.02	1910	9	53	1902
Lowell,	hour	.28	15.12	1906	9	54	1900
Norwood,	hour	.33½	18.09	1910	9	54	1910
Springfield,	hour	.34	18.36	1910	9	54	1910
Worcester,	hour	{ .26 .36	14.30 19.80	—	10	55	1901
Helpers.							
Boston,	{ hour day	{ .21½ .23½ 1.75 2.00	10.32 11.46 10.50 12.00	1907	{ 8 9	48 54	1908 —
Framingham,	hour	{ .18 .25	9.72 13.50		9	54	1898
Greenfield,	hour	{ .23 .26½ .22	12.19 14.00 11.66	1910	9	53	1902
Hyde Park,	hour	{ .22½ .23	11.92½ 12.19		9	53	1910
Norwood,	hour	.20	10.60	1907	9	53	1904
Worcester,	hour	.22	12.10	—	10	55	1901
Coremakers.							
Boston,	day	3.00	18.00	1910	9	54	1906
Chicopee,	day	2.75	16.50	—	9	54	—
Fitchburg,	day	2.75	16.50	1910	9	54	1904
Foxborough,	day	2.75	16.50	1907	9	54	1900
Holyoke,	day	2.75	16.50	1909	9	54	1906
Lawrence,	week	16.50	16.50	1910	9½	54	1905

¹ Saturday half-holiday during three months of the year.

V. METALS, MACHINERY, AND SHIPBUILDING — *Continued.*A. IRON AND STEEL MANUFACTURES — *Continued.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Weekly Rates	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Coremakers— Con.							
Montague,	day	{ \$1.50- 2.50	{ \$9.00- 15.00	{ 1902	9	54	1901
Northampton,	day	{ 2.75	{ 16.50	{ 1910	9	54	1906
Pittsfield,	day	{ 2.25- 3.00	{ 13.50- 18.00	{ -	9	54	-
Springfield,	day	{ 2.75	{ 16.50	{ 1910	9	54	1906
Waltham,	day	{ 2.85	{ 17.10	{ 1907	9	54	1907
Westfield,	day	{ 2.75	{ 16.50	{ 1910	10	60	1910
Cutlery Forgers.							
Southbridge:							
Hardeners,	day	{ 3.50- 4.00	{ 21.00- 24.00	{ 1906	9½	54	1906
Polishers, buffers, and gilders,	day	{ 3.00	{ 18.00	{ 1906	9½	54	1906
Pressmen,	day	{ 2.00 2.25	{ 12.00 13.50	{ 1906	9½	54	1906
Straighteners,	day	{ 1.75	{ 10.50	{ 1906	9½	54	1906
Temperers,	day	{ 3.50- 4.00	{ 21.00- 24.00	{ 1906	9½	54	1906
Cutting Die and Cutter Makers.							
Haverhill:							
Finishers,	week	{ 13.50- 16.50	{ 13.50- 16.50	{ 1909	10	54	1910
Forgers,	week	{ 18.00- 25.00	{ 18.00- 25.00	{ 1909	10	54	1910
Grinders,	week	{ 18.00	{ 18.00	{ 1909	10	54	1910
Strikers,	week	{ 10.50	{ 10.50	{ 1909	10	54	1910
Lynn,	week	{ 15.00- 30.00	{ 15.00- 30.00	{ 1890	9	50	1905
Marlborough,	day	{ 2.50- 6.00	{ 15.00- 36.00	{ -	9	50	1907
Die Sinkers and Drop Forgers.							
Springfield,	hour	.33	17.82	1901	9	54	1901
Foundry Employees.							
<i>Clippers.</i>							
Cambridge,	hour	{ .17 .19 .22	{ 9.78 10.26 11.88	{ 1902	9	54	1902
Horseshoers.							
Boston,	week	{ 19.60	{ 19.00	{ 1907	9	¹ 50	1887
Brockton,	week	{ 19.00	{ 19.00	{ 1910	8	48	1902
Chelsea,	week	{ 19.00	{ 19.00	{ 1908	9	² 53	1909
Leominster,	day	{ 2.25	{ 13.50	{ 1907	9	³ 54	1907
Lowell,	week	{ 15.00 18.00	{ 15.00 18.00	{ -	9	⁴ 54	1907
Lynn,	week	{ 15.00 17.00	{ 15.00 17.00	{ 1909	9	50	1910
Milford,	day	{ 2.00 2.50 3.00	{ 12.00 15.00 18.00	{ 1908	9	54	1908
Salem,	day	{ 2.00- 3.00	{ 12.00- 18.00	{ -	9	¹ 54	1906
Springfield,	day	{ 2.50 3.00	{ 15.00 18.00	{ 1900	9	53	1906
Worcester,	week	{ 15.00 18.00	{ 15.00 18.00	{ 1903	9	⁵ 50	1909

¹ Saturday half-holiday during six months of the year.² Saturday half-holiday during four months of the year.³ Five hours on Saturday for five months.⁴ Saturday half-holiday during five months of the year.⁵ Saturday half-holiday during October, 1910.

V. METALS, MACHINERY, AND SHIPBUILDING — *Continued.*A. IRON AND STEEL MANUFACTURES — *Continued.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Weekly Rates	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Iron Molders.							
Boston,	day	{ \$3.00 3.25	{ \$18.00 19.50	{ 1907 1910	9	54	{ 1907 1902
Chicopee,	day	3.00	18.00	1910	9	54	1907
Fitchburg,	day	2.90	17.40	1910	9	54	1904
Foxborough,	day	2.75	16.50	1907	9	54	1900
Holyoke,	day	3.00	18.00	1909	9	54	1906
Lawrence,	week	18.00	18.00	1910	9½	54	1905
Lowell,	day	2.75	16.50	1906	9	54	1906
Lynn,	day	3.00	18.00	1905	9	50	1910
Montague,	day	{ 2.80 3.00	{ 16.50 18.00	{ 1902	9	54	1901
New Bedford,	day	2.75	16.50	1906	9	54	1907
Newburyport,	week	{ 18.00 19.50	{ 18.00 19.50	{ 1910	9½	54	1907
North Adams,	day	2.75	16.50	1906	9	54	1806
Northampton,	day	3.00	18.00	1910	9	54	1906
Orange,	day	2.65	15.90	1909	9½	56½	1909
Pittsfield,	day	{ 2.25- 3.00	{ 13.50- 18.00	{ -	9	54	-
Plymouth,	day	{ 2.75 3.15	{ 16.50 18.90	{ -	10 ¹	54 ¹	-
Salem,	day	2.75	16.50	1898	9	54	1903
Springfield,	day	3.00	18.00	1910	9	54	1906
Taunton,	day	3.00	18.00	1907	-	-	-
Wakefield,	day	3.00	15.00	-	9	45	-
Waltham,	day	3.00	18.00	1910	9	54	1907
Watertown,	day	4.00	24.00	1907	9	54	-
Westfield,	day	3.00	18.00	1910	10	60	1910
Machinists.							
Athol,	day	2.75	16.50	1910	9	54	1901
Athol (apprentices),	day	1.25	7.50	1910	9	54	1901
Athol (specialists),	day	{ 1.25 1.75	{ 7.50 10.50	{ 1910	9	54	1901
Boston (first class),	hour	.44	21.12	1907	8	48	-
Boston (second class),	hour	.41	19.68	1907	8	48	-
Boston (third class),	hour	.38	18.24	1907	8	48	-
Boston (fourth class),	hour	.35	16.80	1907	9	54	-
Boston,	hour	{ .28½ .38½	{ 15.11- 20.41	{ -	9	53	-
Brockton,	day	2.50	15.00	1903	9	54	1903
Fitchburg,	day	{ 2.25 3.25	{ 13.50 19.50	{ -	9	54	-
Framingham,	day	3.00	18.00	1903	9¼	54	1903
Holyoke,	day	{ 2.00 3.50	{ 12.00 21.00	{ -	-	{ 56 58	-
Hyde Park,	hour	.32	16.96	1910	9	53	1910
Lawrence,	hour	{ .15- .30	{ 8.10 16.80- 18.00	{ -	{ 9 10 10½	{ 54 60 60 56	{ - 1910
Lynn,	week	16.50	16.50	-	10	{ 50 55	-
New Bedford,	hour	{ .24 .20- .25	{ 13.44 11.20- 14.00	{ 1908 1910	10½	56	1910
Pittsfield,	day	2.50	15.00	1909	10	55	1909
Quincy (drilling),	hour	.30	16.20	1910	9	54	-
Quincy (floor and bench),	hour	.35	18.90	1910	9	54	-
Quincy (lathe),	hour	.35	18.90	1910	9	54	-
Quincy (planers),	hour	.35	18.90	1910	9	54	-
Springfield:							
Assemblers,	hour	.27½	14.85	1907	9	54	1907
Inspectors,	hour	.25	13.50	1907	9	54	1907

¹ In machine shops, 10 hours a day, 54 hours a week. In stove plate shops, 9 hours a day, 54 hours a week.

V. METALS, MACHINERY, AND SHIPBUILDING — *Continued.*A. IRON AND STEEL MANUFACTURES — *Concluded.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Weekly Rates	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Machinists — Con.							
Springfield — Con.							
Punch press men,	hour	\$0.25	\$13.50	1907	9	54	1907
Straighteners,	hour	.25	13.50	1907	9	54	1907
Tool makers,	hour	.38	20.52	1907	9	54	1907
		.42	22.68				
Taunton,	day	2.50	15.00	1908	10	{ 55 59 }	1900
Waltham,	hour	.30	16.50	1908	10	55	1908
Worcester,	day	{ 2.50 3.00 }	{ 15.00 18.00 }	-	10	{ 55 60 }	-
Pattern Makers.							
Boston,	hour	{ .40- .45 }	{ 20.00- 24.30 }	1910	9	{ 50 54 }	1906
Holyoke,	day	{ 2.50- 3.50 }	{ 15.00- 18.00 }	-	9	54	-
Lawrence,	hour	{ .32- .38 }	{ 18.08- 21.47 }	1910	10 $\frac{1}{4}$	56 $\frac{1}{2}$	-
Pittsfield,	hour	{ .35 .41 }	{ 19.25 22.55 }	1908	10	55	-
Springfield,	hour	{ .30- .42 }	{ 16.20- 25.20 }	-	{ 9 10 10 10 }	{ 54 60 55 60 }	-
Worcester,	hour	{ .32 $\frac{1}{2}$.37 $\frac{1}{2}$.38 }	{ 17.88 20.63 20.52 }	1909	{ 10 9 }	{ 60 54 }	1907
Stove Mounters.							
Taunton,	day	2.25	13.50	1903	9	54	1901
Watertown,	day	{ 2.50- 4.00 }	{ 15.00 24.00 }	1906	9 $\frac{1}{12}$	54	1901
Tool Makers.							
Athol,	day	3.00	18.00	1910	9	54	1901
Boston,	day	3.50	21.00	1907	9	54	1901
Greenfield,	day	3.00	18.00	1907	9	53	1907
Pittsfield,	day	3.50	21.00	1909	10	55	1909
Quincy,	hour	.33 $\frac{1}{4}$	18.00	-	9	54	-
Waltham,	hour	.32 $\frac{1}{2}$	17.88	1908	10	55	1908

¹ Saturday half-holiday during eight months of the year.

B. MISCELLANEOUS METAL MANUFACTURES.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Weekly Rates	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Brass Molders.							
Boston,	day	\$3.25	\$19.50	1910	9	54	1902
Wakefield,	day	3.00	15.00	-	9	45	-
Waltham,	day	3.00	18.00	1910	9	54	1907
Williamsburg,	day	{ 2.50- 3.00 }	{ 15.00- 18.00 }	1906	10	55	1899
Brass Workers.							
Boston,	day	3.00	18.00	1909	9	54	-

V. METALS, MACHINERY, AND SHIPBUILDING — *Continued.*B. MISCELLANEOUS METAL MANUFACTURES — *Concluded.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Weekly Rates	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Brass Workers—Con.							
<i>Brass Finishers.</i>							
Williamsburg,	day	{ \$1.75 2.75 }	{ \$10.00 16.50 }	1906	10	55	1899
<i>Monitor Hands.</i>							
Williamsburg,	day	{ 1.50 2.50 }	{ 9.00 15.00 }	1906	10	55	1899
Chandelier Workers.							
Boston,	day	3.00	18.00	1907	9	54	1903
<i>Dippers.</i>							
Boston,	day	2.75	16.50	1907	9	54	1903
<i>Filers.</i>							
Boston,	day	2.50	15.00	1907	9	54	1903
Coppersmiths.							
Boston,	day	{ 3.00 5.00 }	{ 18.00 30.00 }	1905	9	{ 49 54 }	1905
Metal Polishers, Buffers, and Platers.							
<i>Buffers.</i>							
Athol,	week	{ 18.25 19.75 }	{ 18.25 19.75 }	1910	9	54	-
Boston,	day	3.00	18.00	1909	9	54	-
Chicopee,	hour	.30	16.20	1910	9	54	1910
Montague,	week	15.00	15.00	1908	9	54	-
Springfield,	hour	.33	17.82	1909	10	54	-
Taunton,	day	2.50	15.00	1907	9	54	1901
Westfield,	hour	.37	19.98	1910	9	54	1910
Williamsburg,	day	{ 1.50- 2.50 }	{ 9.00- 15.00 }	1906	10	55	1899
<i>Metal Polishers.</i>							
Athol,	week	{ 18.25 19.75 }	{ 18.25 19.75 }	1910	9	54	-
Boston,	day	3.00	18.00	1909	9	54	-
Chicopee,	hour	.30	16.20	1910	9	54	1910
Montague (light warp),	week	14.85	14.85	1908	9	54	-
Montague (heavy warp),	week	18.00	18.00	1908	9	54	-
Northampton,	day	{ 2.25- 3.00 }	{ 13.50- 18.00 }	-	9	54	-
Orange,	hour	.27½	14.85	1898	9	54	1884
Southbridge (grinders),	week	11.00	11.00	1903	10	54	1903
Southbridge (press hands),	week	8.00	8.00	1903	10	54	1903
Springfield,	hour	.33	17.82	1909	10	54	-
Taunton,	day	{ 2.50- 3.50 }	{ 15.00 21.00 }	1907	9	54	1901
Watertown,	day	{ 2.50- 4.00 }	{ 15.00 24.00 }	1906	9½	54	1904
Westfield,	hour	.37	19.98	1910	9	54	1910
Williamsburg,	day	{ 1.50- 2.50 }	{ 9.00- 15.00 }	1906	10	55	1899
<i>Platers.</i>							
Boston,	day	3.25	19.50	1909	9	54	-
Chicopee,	hour	.30	16.20	1910	9	54	1910
Springfield,	hour	.33	17.82	1909	10	54	-
Taunton,	day	3.50	21.00	1907	9	54	1901

V. METALS, MACHINERY, AND SHIPBUILDING — *Concluded.*

C. SHIPBUILDING.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Weekly Rates	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Boilermakers and Shipfitters.							
Boston,	day	$\left\{ \begin{array}{l} \$2.25 \\ 2.50 \\ 2.75 \\ 2.87 \\ 3.25 \\ 3.50 \end{array} \right.$	$\left\{ \begin{array}{l} \$13.50 \\ 15.00 \\ 16.50 \\ 17.22 \\ 19.50 \\ 21.00 \end{array} \right.$	-	9	54	1892
<i>Helpers.</i>							
Boston,	day	$\left\{ \begin{array}{l} 1.66\frac{2}{3} \\ 1.83\frac{1}{2} \\ 2.00 \end{array} \right.$	$\left\{ \begin{array}{l} 10.00 \\ 11.01 \\ 12.00 \end{array} \right.$	-	9	54	1892
Boilermakers and Iron Ship-builders.							
Quincy,	hour	.30	16.50	1903	10	55	1903
<i>Holder-on.</i>							
Quincy,	hour	.20	11.00	1903	10	55	1903
<i>Testers.</i>							
Quincy,	hour	.33 $\frac{1}{3}$	18.33	1903	10	55	1903
Carpenters.							
Boston,	day	3.50	21.00	1908	8	44	1894
Boston (repair work),	day	3.50	21.00	1904	8	48	1865
<i>Machinists.</i>							
Quincy,	hour	$\left\{ \begin{array}{l} .30 \\ .35 \end{array} \right.$	$\left\{ \begin{array}{l} 16.20 \\ 18.90 \end{array} \right.$	1910	9	54	-
Riggers.							
Boston,	day	3.00	18.00	1906	8	48	1906
Sailmakers.							
Gloucester,	hour	.33 $\frac{1}{3}$	18.00	1909	9	54	1909

VI. PRINTING AND ALLIED TRADES.

A. PRINTING AND PUBLISHING.

[NOTE.—In many establishments in this industry the employees work more than eight hours a day in order to have the Saturday half-holiday.]

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Compositors — Book and Job.					
<i>Hand.</i>					
Boston,	\$20.00	1910	8	48	1906
Brookton,	18.00	1910	8½	48	1900
Cambridge,	18.00	1909	{ 8½ }	48	1909
Fall River,	16.00	1907	8½	48	1905
Fall River (foremen),	18.00	1907	8½	48	1905
Fitchburg,	15.00	1906	8	48	1906
Holyoke,	15.00	1906	8½	48	1906
Lowell,	15.00	1909	8½	48	1904
Lynn,	16.00	1905	8	48	1905
Marlborough,	12.00	—	8	48	—
New Bedford,	18.00	1910	8	48	1904
North Adams,	15.00	1910	8	48	1906
Springfield,	15.00	1901	8	48	1905
Taunton,	15.00	1910	8	48	1902
Waltham,	13.50	1908	8	48	1908
Worcester,	16.00	1909	8	48	1906
<i>Machine.</i>					
Boston,	22.00	1910	8	48	1906
Fall River,	20.00	1907	8½	48	1905
Fitchburg,	16.00	1906	8	48	1906
Holyoke,	18.00	1906	8½	48	1906
North Adams,	{ 16.00 }	1905	8	48	1906
Compositors — Newspaper.					
<i>Hand — Day.</i>					
Boston,	25.62	1907	n.s.	42	1901
Brookton,	20.00	1907	8	48	1900
Fall River,	{ 18.00 }	1909	8½	48	1905
Fall River (foremen),	20.00	1909	8	48	1905
Holyoke,	23.00	1909	8	48	1905
Holyoke,	16.50	1906	8½	48	1906
Lawrence,	{ 16.00 }	1908	8	48	—
Lowell,	25.00	1909	8	48	1904
Lynn,	18.00	1909	8¾	48	1904
Lynn,	20.50	1910	8	47	1905
New Bedford,	18.00	1910	8	48	1904
North Adams,	15.00	1910	8	48	1906
Springfield,	19.00	1910	8	48	—
Taunton,	17.00	1909	8	48	1902
Taunton (foremen),	21.00	1909	8	48	1902
Worcester,	21.00	1909	8	48	1906
<i>Hand — Night.</i>					
Boston,	27.30	1907	n.s.	42	1901
Lowell,	21.00	1909	8¾	48	1904
New Bedford,	19.00	1910	8	48	1904
Springfield,	23.00	1910	8	48	—
Worcester,	24.00	1909	8	48	1906
<i>Machine — Day.</i>					
New Bedford,	21.00	1910	8	48	1904
Springfield,	20.60	1910	8	48	—
Taunton,	20.00	1909	8	48	1902
<i>Machine — Night.</i>					
New Bedford,	22.00	1910	8	48	1904
Springfield,	24.00	1910	n.s.	45	—
Taunton,	23.00	1909	8	48	1902

VI. PRINTING AND ALLIED TRADES — *Continued.*A. PRINTING AND PUBLISHING — *Continued.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Electrotypers.					
<i>Backers-up.</i>					
Boston,	\$18.00	1898	8 $\frac{2}{5}$	48	1909
<i>Helpers.</i>					
Boston,	18.00	1889	{ 8 $\frac{2}{3}$ 9	{ 48 50	{ 1909
<i>Finishers.</i>					
Boston,	22.50	1889	{ 8 $\frac{2}{3}$ 9	{ 48 50	{ 1909
Springfield,	24.00	1905	8 $\frac{1}{2}$	48	1908
<i>Molders.</i>					
Boston,	24.00	1889	{ 8 $\frac{2}{3}$ 9	{ 48 50	{ 1909
Springfield,	24.00	1905	8 $\frac{1}{2}$	48	1908
<i>Floorhands.</i>					
Boston,	18.00	1898	8	48	1909
Springfield,	18.00	1905	8 $\frac{1}{2}$	48	1908
Machinists (Linotype).					
Taunton,	23.00	1909	8	48	1902
Waltham,	18.00	1908	8	48	1908
Machine Tenders.					
Fall River,	20.00	1909	8 $\frac{1}{2}$	48	1905
Mailers.					
Boston,	18.00	1905	7	42	1905
Pressfeeders.					
Boston,	15.00	1910	8 $\frac{3}{4}$	48	1909
Printing Pressmen.					
<i>Pressmen.</i>					
Lawrence,	15.00	1907	8	48	1906
Pittsfield,	16.00	—	10	54	—
<i>Pressmen — Cylinder.</i>					
Boston,	22.00	1910	8	48	1909
Brockton,	19.00	1907	8	48	1906
Lowell,	19.50	1907	8 $\frac{3}{4}$	48	1909
Norwood,	22.00	1910	8 $\frac{3}{4}$	48	1909
<i>Pressmen — Job.</i>					
Boston,	17.00	1910	8	48	1909
Brockton,	16.00	1907	8	48	1906
Lowell,	15.00	1907	8 $\frac{3}{4}$	48	1909
Norwood,	17.50	1910	8 $\frac{3}{4}$	48	1909
<i>Pressmen — Web.</i>					
Boston,	24.00	1906	8	48	1906
Boston (brakemen),	22.50	1906	8	48	1906
Boston (journeymen),	19.80	1906	8	48	1906
Lowell,	21.00	1907	8 $\frac{3}{4}$	48	1909
Worcester,	18.00	1904	8	48	1901
Proofreaders.					
Holyoke,	15.00	1906	8 $\frac{5}{6}$	48	1906
Springfield (day),	19.00	1910	8	48	—
Springfield (night),	23.00	1910	n.s.	45	—

VI. PRINTING AND ALLIED TRADES — *Continued.*A. PRINTING AND PUBLISHING — *Concluded.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Stereotypers.					
<i>Day.</i>					
Boston,	\$24.00	1904	7	42	1904
Fall River,	20.00	1908	8	48	1902
Fall River (apprentices),	16.00	1908	8	48	1902
Haverhill,	18.00	—	8	48	—
Lawrence,	18.00	—	8	48	—
Lowell,	18.00	—	8	48	—
Springfield,	{ 18.00— 24.00 }	1905	8	48	1908
<i>Night.</i>					
Boston,	24.00	1904	6	36	1904
Springfield,	18.00	1904	7	42	1904

B. BOOKBINDING AND BLANKBOOK MAKING.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Bookbinding.					
Boston:					
Bindery work (women),	\$7.50	1898	8	48	1908
Case making machine operators,	18.00	1907	8¾	48	1907
Casers,	18.00	1907	8¾	48	1907
Cover makers,	18.00	1907	8¾	48	1907
Covers (pamphlet),	12.00	1907	8¾	48	1907
Cutters (assistant stock),	15.00	1907	8¾	48	1907
Cutters (leather and cloth stock),	18.00	1907	8¾	48	1907
Cutters (seabold and semple),	18.00	1907	8¾	48	1907
Cutters (sheet stock),	18.00	1907	8¾	48	1907
Finishers,	21.00	1907	8¾	48	1907
Forwarders (edition and cloth),	18.00	1907	8¾	48	1907
Forwarders (extra),	20.00	1907	8¾	48	1907
Forwarders (extra job blank),	18.00	1907	8¾	48	1907
Forwarders (stock blank),	16.50	1907	8¾	48	1907
Gilders,	{ 18.00 21.00 }	1907	8¾	48	1907
Liners,	18.00	1907	8¾	48	1907
Self-feeding folder operators,	18.00	1907	8¾	48	1907
Sheet stock men,	{ 15.00 18.00 }	1907	8¾	48	1907
Steam backer operators,	18.00	1907	8¾	48	1907
Sawing and smashing,	15.00	1907	8¾	48	1907
Stampers,	20.00	1907	8¾	48	1907

VI. PRINTING AND ALLIED TRADES — *Concluded.*

C. LITHOGRAPHING AND ENGRAVING.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR			
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect	
Lithographers.						
<i>Pressmen.</i>						
Boston,	\$21.00	—	{	8½	1906	
Springfield,	1 22.00	1904		8½	48	1906
				9	50	1891
				9½	53	1891
<i>Provers.</i>						
Boston,	22.00	—	{	8½	} 1906	
				—		51
<i>Transferers.</i>						
Boston,	22.00	—	{	8½	} 1906	
Springfield,	1 22.00	—		—		51
				8½	48	1906
				9	50	1891
9½			53	1891		
Photo-engravers.						
Boston,	24.00	1905	8	48	1905	
Boston (night),	27.00	1905	8	48	1905	
Springfield,	25.00	1910	9	49	1909	
Worcester,	18.00	—	9	50	1910	
<i>Color Film Layers.</i>						
Boston,	35.00	1905	8	48	1905	
<i>Line Engravers.</i>						
Springfield,	20.00	1910	9	49	1910	
Steel and Copper Plate Printers.						
Boston,	21.00	1889	8	48	1889	

¹ Minimum.

VII. PUBLIC EMPLOYMENT.

A. FEDERAL.

1. *United States Navy Yard, Boston.*¹

OCCUPATIONS.	RATES OF WAGES				HOURS OF LABOR	
	First Class	Second Class	Third Class	Fourth Class	Full Day	Full Week ²
Anchor makers,	\$4.08	\$3.84	\$3.60	\$3.36	8	48
Angle smiths,	3.76	3.52	3.28	3.04	8	48
Blacksmiths,	3.36	3.12	2.88	2.64	8	48
Blacksmiths' helpers,	2.24	2.00	1.76	1.52	8	48
Block makers,	3.12	2.88	2.64	2.40	8	48
Boat builders,	3.60	3.36	3.12	2.88	8	48
Boat builders' helpers,	2.24	2.00	1.76	1.52	8	48
Boiler makers,	3.60	3.44	3.20	3.04	8	48
Boiler makers' helpers,	2.24	2.00	1.76	1.52	8	48
Boiler scalers (boys),	1.60	1.36	1.12	.88	8	48
Box makers,	3.12	2.88	2.64	2.40	8	48
Brass finishers,	3.20	2.96	2.72	2.48	8	48
Brass finishers' helpers,	2.24	2.00	1.76	1.52	8	48
Cabinet makers,	3.12	2.88	2.64	2.40	8	48
Calkers, wood,	3.52	3.28	3.04	2.80	8	48
Calkers and chippers, iron,	3.12	2.88	2.64	2.40	8	48
Carpenters, house,	3.36	3.12	2.88	2.64	8	48
Carpenters, house (helpers),	2.24	2.00	1.76	1.52	8	48
Carvers,	4.08	3.84	3.60	3.36	8	48
Catchers,	3.12	2.88	2.64	2.40	8	48
Cement finishers,	4.00	3.76	3.52	3.28	8	48
Chain makers,	4.08	3.60	3.36	3.12	8	48
Chain makers' helpers,	2.40	2.08	1.84	1.60	8	48
Coopers,	3.12	2.88	2.64	2.40	8	48
Coppersmiths,	3.76	3.52	3.28	3.04	8	48
Coppersmiths' helpers,	2.24	2.00	1.76	1.52	8	48
Coremakers,	3.36	3.12	2.88	2.64	8	48
Die sinkers,	5.04	4.80	4.56	4.32	8	48
Dispensary attendant,	2.24	2.00	-	-	8	48
Divers,	6.08	5.68	5.28	4.88	8	48
Dredgers,	3.12	2.88	2.64	2.40	8	48
Drillers,	2.80	2.56	2.24	2.00	8	48
Electricians' helpers,	2.24	2.00	1.76	1.52	8	48
Electroplaters,	3.60	3.36	3.12	2.88	8	48
Engine tenders,	3.52	3.28	3.04	2.80	8	48
Engine tenders (locomotive),	3.60	3.36	3.12	2.88	8	48
Fasteners,	3.36	3.12	2.88	2.64	8	48
Firemen,	2.80	2.56	2.32	2.00	8	48
Flange turners,	4.08	3.84	3.60	3.36	8	48
Forgers, heavy,	4.64	4.40	4.08	3.84	8	48
Galvanizers,	3.04	2.80	2.56	2.24	8	48
Galvanizers' helpers,	2.24	2.00	1.76	1.52	8	48
Gardeners,	3.12	2.88	2.64	2.40	8	48
Hammer men,	6.08	5.36	4.64	4.08	8	48
Hammer runners,	3.12	2.88	2.64	2.40	8	48
Heaters, furnace,	4.88	4.08	3.60	3.12	8	48
Heaters, smith,	2.40	2.08	1.84	1.60	8	48
Helpers, general,	2.24	2.00	1.76	1.52	8	48
Hod carriers,	2.32	2.08	1.84	1.60	8	48
Holders on,	2.40	2.16	1.92	1.68	8	48
Instrument makers,	5.04	-	-	-	8	48
Janitors,	2.32	2.08	1.84	1.60	8	48
Joiners, house,	3.84	3.60	3.36	3.12	8	48
Joiners, ship,	3.84	3.60	3.36	3.12	8	48
Joiners' helpers,	2.24	2.00	1.76	1.52	8	48
Laborers, common,	2.24	2.00	1.76	1.52	8	48
Leather workers,	3.12	2.88	2.64	2.40	8	48
Machinists,	3.52	3.28	3.04	2.80	8	48
Machinists' helpers,	2.40	2.08	1.84	1.60	8	48
Masons, brick,	4.80	4.56	4.32	4.08	8	48

¹ Abstract from Annual Schedule of Wages for the year ending December 31, 1910, for employees of the Navy Yard, Boston, who are employed through the Board of Labor Employment in accordance with Regulations governing the employment of labor at Navy Yards. Compiled from the report of the board appointed to regulate the same in pursuance of the Act of Congress, approved July 16, 1862, and in accordance with Article 1720 U. S. Navy Regulations (Navy Yard Order No. 9, November 4, 1904, Third Revision).

² During the Summer the 44-hour week is in effect.

VII. PUBLIC EMPLOYMENT — *Continued.*A. FEDERAL — *Continued.*1. *United States Navy Yard, Boston — Concluded.*

OCCUPATIONS.	RATES OF WAGES				HOURS OF LABOR	
	First Class	Second Class	Third Class	Fourth Class	Full Day	Full Week
Masons, cement work,	\$4.00	\$3.76	\$3.52	\$3.28	8	48
Masons, stone,	4.80	4.56	4.32	4.08	8	48
Melters,	3.12	2.88	2.64	2.40	8	48
Mill men,	3.04	2.82	2.56	2.32	8	48
Millwrights,	4.08	3.60	3.36	3.12	8	48
Molders, green sand, iron or brass, . .	3.76	3.52	3.28	3.04	8	48
Molders, loam,	4.00	3.76	3.52	3.28	8	48
Molders, steel,	3.52	3.28	3.04	2.80	8	48
Molders' helpers,	2.24	2.00	1.76	1.52	8	48
Oakum spinners,	2.64	2.40	2.08	1.84	8	48
Ordnance men,	3.36	3.12	2.88	2.64	8	48
Ordnance helpers,	2.24	2.00	1.76	1.52	8	48
Packers,	2.64	2.40	2.32	2.08	8	48
Painters,	3.28	3.04	2.80	2.56	8	48
Painters' helpers,	2.24	2.00	1.76	1.52	8	48
Pattern makers,	4.00	3.76	3.52	3.28	8	48
Pavers,	4.08	3.60	3.36	3.12	8	48
Piler, scrap,	2.40	2.08	1.84	1.60	8	48
Pipe fitters,	3.60	3.36	3.12	2.88	8	48
Plasterers,	4.80	4.56	4.32	4.18	8	48
Plumbers, house,	4.40	4.16	3.92	3.68	8	48
Plumbers, ship,	4.40	4.16	3.92	3.68	8	48
Plumbers' helpers,	2.24	2.00	1.76	1.52	8	48
Pressmen,	3.12	2.88	2.64	2.40	8	48
Punchers and shearers,	2.64	2.40	2.08	1.84	8	48
Reamers,	2.64	2.40	2.08	1.84	8	48
Riggers,	3.52	3.28	3.04	2.80	8	48
Riggers' helpers,	2.24	2.00	1.76	1.52	8	48
Rivet heaters,	1.60	1.36	1.12	.88	8	48
Riveters,	3.12	2.88	2.64	2.40	8	48
Rollers, iron,	4.64	3.84	3.36	3.12	8	48
Rope makers, all round,	3.12	2.88	2.64	2.40	8	48
Rope makers, fibre,	3.12	2.88	2.64	2.40	8	48
Rope makers, hackler,	2.88	2.64	2.40	2.16	8	48
Rope makers, hand spinner,	3.12	2.88	2.64	2.40	8	48
Rope makers' helpers,	2.24	2.00	1.76	1.52	8	48
Rope makers, machine layer,	2.88	2.64	2.40	2.16	8	48
Rope makers, machine spinner,	2.88	2.64	2.40	2.16	8	48
Rope makers, preparing hand,	2.88	2.64	2.40	2.16	8	48
Rope makers, wire,	3.12	2.88	2.64	2.40	8	48
Sail makers,	3.52	3.28	3.04	2.80	8	48
Saw filers,	3.52	3.28	3.04	2.80	8	48
Sawmill helpers,	2.24	2.00	1.76	1.52	8	48
Sawyers,	2.88	2.64	2.40	2.08	8	48
Ship fitters,	3.52	3.28	3.04	2.80	8	48
Ship fitters' helpers,	2.24	2.00	1.76	1.52	8	48
Ship keepers,	2.24	2.00	1.76	1.52	8	48
Ship smiths,	3.36	3.12	2.88	2.64	8	48
Ship smiths' helpers,	2.24	2.00	1.76	1.52	8	48
Shipwrights,	3.52	3.28	3.04	2.80	8	48
Shipwrights' helpers,	2.24	2.00	1.76	1.52	8	48
Slaters,	3.52	3.28	3.04	2.80	8	48
Spar makers,	3.12	2.88	2.64	2.40	8	48
Stable keepers,	2.40	2.08	1.84	1.60	8	48
Stone cutters,	3.36	3.12	2.88	2.64	8	48
Teamsters,	2.48	2.24	2.00	1.76	8	48
Tinners,	3.92	3.68	3.44	3.20	8	48
Tinners' helpers,	2.24	2.00	1.76	1.52	8	48
Tool dressers,	3.36	3.12	2.88	2.64	8	48
Tool makers, machine,	3.76	3.52	3.28	3.04	8	48
Tool makers, smiths,	3.12	2.88	2.64	2.40	8	48
Tool sharpeners,	3.12	2.88	2.64	2.40	8	48
Turners,	3.28	3.04	2.80	2.56	8	48
Upholsterers,	3.52	3.28	3.04	2.80	8	48
Varnishers and polishers,	3.28	3.04	2.80	2.56	8	48
Wharf builders,	2.64	2.40	2.32	2.08	8	48
Wheelwrights,	3.12	2.88	2.64	2.40	8	48
Wire men,	4.60	3.60	3.20	2.80	8	48
Wire worker,	3.04	2.80	2.56	2.24	8	48

VII. PUBLIC EMPLOYMENT — *Continued.*A. FEDERAL — *Continued.*2. *United States Armory, Springfield.*¹

OCCUPATIONS.	Daily Rates of Wages ²	Daily Piece Earnings ²	OCCUPATIONS.	Daily Rates of Wages ²	Daily Piece Earnings ²
Annealer,	\$2.50	—	Mason,	\$3.00-3.50	—
Assembler,	2.50-3.00	\$3.16-3.29	Mechanic,	2.75	—
Barrel heater,	3.00	—	Messenger,	2.25	—
Barrel reamer,	2.50-3.00	2.87-3.74	Miller,	2.00-2.50	\$2.08-3.41
Barrel rifler,	2.75-3.00	3.22-3.40	Millwright,	3.25	—
Barrel roller,	3.00	—	Oiler,	2.00	—
Barrel straightener,	2.25-2.75	2.97-3.17	Packer,	2.00-2.50	—
Barrel turner,	2.50	2.83-3.61	Painter,	2.00-3.50	—
Blacksmith,	3.50	—	Piper,	3.75	—
Blacksmith's helper,	2.00	—	Plater,	3.00	—
Bluer,	2.25	—	Plumber,	3.75	—
Brazier,	3.00	—	Polisher,	2.25-3.00	3.05-3.59
Browner,	2.00-3.00	—	Printer,	3.00-3.25	—
Carpenter,	3.00-3.50	—	Profiler,	2.50-2.75	2.61-3.69
Case hardener,	2.25-3.25	—	Punch press operator,	2.00-2.25	2.18-3.64
Die sinker,	3.50-4.25	—	Saddler and millwright,	3.00	—
Driller,	2.25-2.60	2.49-3.72	Screw maker,	2.25-3.25	2.54-3.79
Drop forger,	2.25-3.50	2.99-4.96	Shaver,	2.00-2.75	2.75-3.50
Electrician,	2.50-3.00	—	Shop tender,	1.75-2.00	—
Engineer,	3.25-3.50	—	Stableman,	2.00-2.25	—
Engineer, assistant,	3.25	—	Stocker,	2.25-2.85	3.00-4.29
Farrier,	3.50	—	Storehouse keeper,	3.75	—
File cutter,	3.25	—	Storehouse keeper's assist- ant,	3.00	—
Filer,	2.00-2.60	2.64-3.77	Tapper,	2.50-3.00	3.01-3.62
Fireman,	2.25-2.50	—	Targeter,	2.75-3.00	—
Foreman,	6.00	—	Teamster,	2.25	—
Foreman, assistant,	3.75-5.50	—	Temperer,	2.50-4.00	4.12-4.19
Gauge maker,	3.25-4.00	—	Tinner,	3.25	—
Grinder,	2.50-3.00	3.62-3.65	Tool grinder,	3.00-3.50	—
Inspector, assistant,	2.25	—	Tool maker,	2.75-3.75	—
Inspector, chief,	4.25	—	Vitrioler,	2.25	—
Inspector,	3.00-3.75	—	Watchman,	2.00	—
Laborer, common,	1.50-2.00	—	Wheel-tender,	2.50	—
Laborer, skilled,	1.75-3.00	2.66-3.78	Woodworker, machine,	2.00-3.00	2.88-3.37
Lathe operator,	2.60	3.04			
Machinist, general,	2.25-3.75	—			

¹ The greater portion of the work at this Armory is paid for by the piece, and the wages of workmen, therefore, depend upon their output. In addition to that, each workman has a prescribed rating for day wages, which he receives whenever working by the day instead of by the piece, when absent on account of illness under the regulations governing payment in such cases, for holidays, etc. Where day ratings only are given the men never or but seldom do work by the piece.

² Where two rates of wages are given, they represent the maximum and minimum rates.

3. *Watertown Arsenal, Watertown.*

OCCUPATIONS.	RATES OF WAGES		OCCUPATIONS.	RATES OF WAGES	
	Unit	Rate		Unit	Rate
Annealers,	{ day	\$2.24	Carpenters, helpers,	day	{ \$2.00
Armament foreman,	{ month	60.00			{ 2.56
	{ month	150.00			{ 2.32
Blacksmiths,	day	{ 3.76	Chippers,	day	{ 2.24
		{ 3.28			{ 2.16
Blacksmiths, assistant,	day	{ 3.04			{ 2.00
Blacksmiths, foreman,	day	2.48			{ 1.84
Blacksmiths, helpers,	day	6.00	Coremakers,	day	{ 3.28
Bolt makers,	day	2.00			{ 2.88
		{ 3.28			{ 66.00
Carpenters,	day	{ 3.60	Cranemen,	{ month	2.40
		{ 3.28		{ day	62.00
		{ 3.04		{ month	2.80
		{ 2.80			

VII. PUBLIC EMPLOYMENT — *Continued.*A. FEDERAL — *Concluded.*3. Watertown Arsenal, Watertown — *Concluded.*

OCCUPATIONS.	RATES OF WAGES		OCCUPATIONS.	RATES OF WAGES	
	Unit	Rate		Unit	Rate
Electricians,	day	\$4.00	Masons,	day	\$4.40
Electricians, helpers,	day	3.28	Masons, helpers,	day	2.24
		2.72		month	150.00
Engineers,	month	100.00	Melters,	day	2.80
Engineers, assistant,	day	2.24		day	2.56
Engineers, locomotive crane,	month	84.00		day	2.48
Farriers,	day	2.88	Molders,	day	3.52
Fireman,	month	70.00			3.28
	month	70.00			3.04
Furnace helpers,	day	2.24	Molders, apprentices,	day	2.28
	day	2.00	Molders, foreman,	day	1.52
		3.76			5.00
Gang boss,	day	3.52			2.48
Hammersmen,	day	3.60	Molders, helpers,	day	2.24
Heaters,	month	95.00			2.00
Laboratory helpers,	day	2.00	Packers,	day	1.84
		2.16	Painters,	day	2.24
Laborers,	day	2.00	Painters, foreman,	day	2.88
		1.84			2.72
		1.50			3.04
Laborers, foreman,	day	3.04			4.00
	day	2.56	Pattern makers,	day	3.76
Laborers, skilled,	day	2.36			3.68
	month	63.00			3.52
		3.76	Pattern makers, foreman,	day	2.80
		3.52	Plumbers,	month	5.25
		3.28	Plumbers, helpers,	month	108.00
Machinists,	day	3.04	Polishers,	day	62.00
		2.88	Riggers,	day	2.80
		2.80	Screw makers,	month	62.00
		2.56		day	2.56
		2.40	Storehouse keepers,	month	90.00
Machinists, apprentices,	day	1.92			70.00
		1.28	Storehouse keepers, assistant,	day	2.00
		.64	Stablemen,	month	68.00
Machinists, foreman,	month	130.00	Steam hammer drivers,	day	2.24
		125.00	Teamsters,	day	2.24
		120.00	Tool grinders,	day	2.00
Machinists, assistant foreman,	day	4.00	Tool keepers,	day	2.09
		3.76			2.24
		2.40			2.20
Machinists, helpers,	day	2.24	Tool makers,	day	3.68
		2.00			3.52
		1.84			3.28
Machinists, master,	year	1,920.00	Tool makers, foremen,	month	3.04
		110.00	Toolsmith,	day	125.00
Machinists, resident,	month	100.00	Watchmen,	month	3.28
					63.00

VII. PUBLIC EMPLOYMENT — *Continued.*

B. MUNICIPAL.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR		
	Day	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Municipal Employees.						
Boston:						
Blacksmiths (paving department), . . .	\$3.00	\$18.00	1904	8	44	1899
Carpenters (paving department), . . .	3.50	21.00	-	8	44	about 1900
Carpenters (water works), . . .	{ 3.00 4.00	{ 18.00 24.00	{ 1907	8	44	-
Drawbridge tenders, . . .	-	23.00	1894	8	56	1899
First assistant, . . .	2.46	17.22	1894	8	56	1899
Second assistant, . . .	2.19	15.33	1894	8	56	1899
Gardeners, . . .	{ 2.50 2.75 3.00	{ 15.00 16.50 18.00	{ -	8	48	-
Grave diggers, . . .	2.25	13.50	-	8	48	-
Machinists (water works), . . .	3.00	18.00	1907	8	44	-
Stone cutters (paving department), . . .	3.00	18.00	1904	8	44	1899
Watchmen (paving department), . . .	2.25	13.50	1904	8	44	1899
Weighers (paving department), . . .	{ 2.50 3.00	{ 15.00 18.00	{ -	8	44	about 1900
<i>Concrete Workers.</i>						
Taunton, . . .	{ 2.25 2.50	{ 13.50 15.00	{ 1907	8	48	1903
<i>Engineers.</i>						
Boston (paving department), . . .	3.50	21.00	1904	8	44	1899
Lynn, . . .	3.00	18.00	1907	8	48	1907
<i>Lamplighters.</i>						
Boston, . . .	2.00	14.00	1905	about 6	about 40	1905
Fall River, . . .	2.25	15.75	1905	8½	56	1900
<i>Pavers.</i>						
Boston, . . .	3.00	18.00	1904	8	44	1899
Chelsea, . . .	2.00	12.00	1905	8	48	1905
Taunton, . . .	3.00	18.00	1907	8	48	1903
<i>Plumbers.</i>						
Boston (water works), . . .	3.00	18.00	1907	8	44	-
<i>Sewer Workers.</i>						
Boston, . . .	2.25	13.50	1907	8	44	-
Cambridge, . . .	2.00	12.00	-	8	44	-
<i>Stablemen.</i>						
Boston (paving department), . . .	2.25	13.50	1904	8	44	1899
Taunton, . . .	2.00	12.00	1907	8	48	1903
<i>Sweepers.</i>						
Fall River, . . .	2.25	13.50	1905	8½	48	1900
<i>Teamsters.</i>						
Boston, . . .	{ 2.25 2.50	{ 13.50 15.00	{ 1907	8	48	{ 1892 1900
Brookton, . . .	2.25	13.50	-	8	48	1903
Brookline (highway department), . . .	2.50	15.00	1910	8	48	1906
Chelsea, . . .	2.25	13.50	1905	8	48	1905
Fall River, . . .	2.50	15.09	1905	8½	48	1900
Lynn, . . .	2.25	13.50	1906	8	46	1905
Malden (highway, cemetery, and health departments), . . .	2.00	12.00	-	8	48	-
Newton (single), . . .	2.00	12.00	1908	8	48	1908
Newton (double), . . .	2.25	13.50	1908	8	48	1908
Taunton, . . .	{ 2.00 2.25 2.66½	{ 12.00 13.50 16.00	{ 1907	8	48	1903

VII. PUBLIC EMPLOYMENT — *Continued.*B. MUNICIPAL — *Continued.*

LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			SATURDAY HALF-HOLIDAY		
	Pre- vailing Daily Rates	NUMBER EM- PLOYED ON MAY 14, 1910		First Five Days	Sat- urday	Weekly Hours	Months Granted	Weekly Hours when Granted	Is any Deduction in Wages made for Half- holiday
		At Pre- vailing Rate	At Other Rates						
Municipal Employ- ees — Con.									
<i>Laborers.</i>									
Abington, . . .	\$2.00	50	0	8	8	48	None	-	-
Acton, . . .	1.75	-	-	9	9	54	None	-	-
Acushnet, . . .	1.50	8	3	9	9	54	None	-	-
Adams, . . .	1.75	20	13	8	8	48	None	-	-
Agawam, . . .	1.75	10	3	9	9	54	None	-	-
Alford, . . .	1.75	n.s.	n.s.	10	9	59	None	-	-
Amesbury, . . .	2.00	14	0	9	9	54	None	-	-
Amherst, . . .	1.75	20	5	9	9	54	None	-	-
Andover, . . .	2.00	21	25	9	9	54	None	-	-
Arlington, . . .	2.00	34	29	8	8	48	3	48	No
Ashburnham, . . .	1.75	25	0	9	9	54	None	-	-
Ashby, . . .	1.75	1-	1-	9	9	54	None	-	-
Ashfield, . . .	1.75	10	1	9	9	54	None	-	-
Ashland, . . .	2.00	10	2	9	9	54	None	-	-
Athol, . . .	2.00	20	2	9	9	54	None	-	-
Attleborough, . . .	2.00	14	4	9	9	54	None	-	-
Auburn, . . .	1.75	20	0	9	9	54	None	-	-
Avon, . . .	2.00	10	0	8	8	48	None	-	-
Ayer, . . .	2.00	18	4	9	9	54	None	-	-
Barnstable, . . .	2.25	100	0	9	9	54	None	-	-
Barre, . . .	1.75	7	0	9	9	54	None	-	-
Becket, . . .	1.75	6	0	9	9	54	None	-	-
Bedford, . . .	2.00	15	10	9	9	54	None	-	-
Belchertown, . . .	1.75	n.s.	n.s.	9	9	54	None	-	-
Bellingham, . . .	2.00	1-	1-	9	9	54	None	-	-
Belmont, . . .	2.00	13	7	9	9	54	3	50	No
Berkley, . . .	1.50	n.s.	n.s.	9	9	54	None	-	-
Berlin, . . .	1.75	7	0	9	9	54	None	-	-
Bernardston, . . .	1.75	1-	1-	9	9	54	None	-	-
BEVERLY, . . .	2.25	103	22	8	8	48	None	-	-
BillERICA, . . .	2.00	15	3	8	8	48	None	-	-
Blackstone, . . .	1.50	20	3	10	10	60	5	55	No
Blandford, . . .	2.00	10	2	9	8	53	None	-	-
Bolton, . . .	1.75	6	0	9	9	54	None	-	-
Boston, . . .	2.25	2,342	1,040	8	4	44	12	44	No
Bourne, . . .	2.25	40	2	9	9	54	None	-	-
Boxborough, . . .	1.75	33	8	9	9	54	None	-	-
Boxford, . . .	2.00	0	0	9	9	54	None	-	-
Boylston, . . .	1.60	1-	1-	8	8	48	None	-	-
Braintree, . . .	2.00	30	12	9	9	54	None	-	-
Brewster, . . .	1.80	50	15	9	9	54	None	-	-
Bridgewater, . . .	2.00	16	4	9	9	54	2-	-	-
Brimfield, . . .	1.75	8	0	9	9	54	None	-	-
BROCKTON, . . .	2.25	210	75	8	8	48	None	-	-
Brookfield, . . .	1.75	1-	1-	9	9	54	None	-	-
Brookline, . . .	2.00	95	53	8	8	48	3	44	No
Buckland, . . .	1.75	10	0	9	9	54	None	-	-
Burlington, . . .	2.00	8	2	9	9	54	None	-	-
CAMBRIDGE, . . .	2.00	359	124	8	8	48	5½	44	No
Canton, 4 . . .	-	-	-	-	-	-	-	-	-
Carlisle, . . .	1.75	9	2	8	8	48	None	-	-
Carver, . . .	1.65	24	4	9	9	54	None	-	-
Charlemont, . . .	1.75	n.s.	n.s.	9	9	54	None	-	-
Charlton, . . .	1.75	20	0	9	9	54	None	-	-
Chatham, . . .	2.00	0	0	9	9	54	None	-	-
Chelmsford, . . .	1.75	9	4	9	9	54	None	-	-
CHELSEA, . . .	2.00	69	20	8	8	48	None	-	-
Cheshire, . . .	1.60	6	1	9	9	54	None	-	-
Chester, . . .	1.75	2	1	9	9	54	None	-	-
Chesterfield, . . .	1.50	1-	1-	9	9	54	None	-	-
CHICOPEE, . . .	2.00	63	12	8	8	48	None	-	-
Chilmark, . . .	2.00	25	0	8	8	48	None	-	-

1 No record.

3 Increased from \$2 to \$2.25 a day on July 1, 1910.

2 Without pay if wanted.

4 No report received.

VII. PUBLIC EMPLOYMENT — *Continued.*B. MUNICIPAL — *Continued.*

LOCALITIES.	RATES OF WAGES				HOURS OF LABOR			SATURDAY HALF-HOLIDAY		
	Pre- vailing Daily Rates	NUMBER EM- PLOYED ON MAY 14, 1910			First Five Days	Satur- day	Weekly Hours	Months Granted	Weekly Hours when Granted	Is any Deduction in Wages made for Half- holiday
		At Pre- vailing Rate	At Other Rates							
Municipal Employ- ees — Con.										
<i>Laborers — Con.</i>										
Clarksburg, . . .	\$1.50	1 -	1 -	9	9	54	None	-	-	-
Clinton, . . .	1.75	49	20	8	8	48	None	-	-	-
Cohasset, . . .	2.25	43	0	8	8	48	None	-	-	-
Colrain, . . .	2.00	1 -	1 -	9	9	54	None	-	-	-
Concord, . . .	2.00	20	8	8	8	48	None	-	-	-
Conway, . . .	1.75	1 -	1 -	9	9	54	None	-	-	-
Cummington, . .	1.50	15	10	10	5	55	None	-	-	-
Dalton, . . .	2.00	25	0	8	8	48	None	-	-	-
Dana, . . .	1.75	7	1	9	9	54	None	-	-	-
Danvers, . . .	2.20	40	20	8	8	48	None	-	-	-
Dartmouth, . . .	1.80	15	3	9	9	54	None	-	-	-
Dedham, . . .	2.00	60	1	8	8	48	None	-	-	-
Deerfield, . . .	1.50	10	0	10	10	60	None	-	-	-
Dennis, ² . . .	-	-	-	-	-	-	-	-	-	-
Dighton, . . .	1.50	1 -	1 -	9	9	54	None	-	-	-
Douglas, . . .	1.50	300	100	8	8	48	5	45	No	-
Dover, . . .	1.60	160	150	8	8	48	None	-	-	-
Dracut, . . .	1.75	30	0	9	9	54	None	-	-	-
Dudley, . . .	1.75	15	0	8	8	48	None	-	-	-
Dunstable, . . .	1.75	4	5	9	9	54	None	-	-	-
Duxbury, . . .	2.00	n.s.	n.s.	8	8	48	n.s.	-	-	-
East Bridgewater, .	2.00	16	3	9	9	54	None	-	-	-
East Longmeadow, .	1.71	4	0	9	8½	53½	None	-	-	-
Eastham, . . .	1.80	n.s.	n.s.	9	9	54	None	-	-	-
Easthampton, . .	2.00	10	4	9	9	54	None	-	-	-
Easton, . . .	2.00	19	0	8	8	48	None	-	-	-
Edgartown, . . .	2.00	10	0	8	8	48	None	-	-	-
Egremont, . . .	1.75	n.s.	n.s.	10	10	60	None	-	-	-
Enfield, . . .	1.75	7	0	9	9	54	None	-	-	-
Erving, . . .	1.75	0	0	9	9	54	None	-	-	-
Essex, . . .	2.00	1 -	1 -	8	8	48	None	-	-	-
EVERETT, . . .	2.00	36	19	8	8	48	None	-	-	-
Fairhaven, . . .	1.75	13	3	9	9	54	None	-	-	-
FALL RIVER, . . .	\$2.25	508	83	8½	5½	48	12	48	Yes	-
Falmouth, . . .	2.00	1 -	1 -	8	8	48	None	-	-	-
FITCHBURG, . . .	2.00	158	60	8	8	48	None	-	-	-
Florida, . . .	1.50	n.s.	n.s.	9	9	54	None	-	-	-
Foxborough, . . .	2.00	4	2	9	9	54	None	-	-	-
Framingham, . . .	2.25	40	n.s.	8	8	48	None	-	-	-
Franklin, . . .	1.75	8	0	9	9	54	None	-	-	-
Freetown, . . .	1.50	20	0	9	9	54	None	-	-	-
Gardner, . . .	1.80	50	10	9	9	54	None	-	-	-
Gay Head, . . .	1.50	50	6	8	8	48	None	-	-	-
Georgetown, . . .	1.80	1 -	1 -	9	9	54	None	-	-	-
Gill, . . .	1.50	n.s.	n.s.	9	9	54	None	-	-	-
GLOUCESTER, . . .	2.00	123	30	8	8	48	None	-	-	-
Goshen, . . .	1.75	8	0	9	9	54	None	-	-	-
Gosnold, . . .	2.00	30	10	8 and 10	8 and 10	48 and 60	None	-	-	-
Grafton, . . .	1.75	22	0	8	8	48	None	-	-	-
Granby, . . .	1.75	200	100	9	9	54	None	-	-	-
Granville, . . .	1.75	10	0	9	9	54	None	-	-	-
Great Barrington, .	1.75	6	1	9	9	54	None	-	-	-
Greenfield, . . .	1.75	36	4	8	8	48	None	-	-	-
Greenwich, . . .	1.75	15	15	9	9	54	None	-	-	-
Groton, . . .	2.00	50	100	9	9	54	None	-	-	-
Groveland, . . .	1.80	1 -	1 -	9	9	54	None	-	-	-
Hadley, ² . . .	-	-	-	-	-	-	-	-	-	-
Halifax, . . .	1.75	0	0	9	9	54	None	-	-	-
Hamilton, . . .	2.00	20	0	9	9	54	None	-	-	-
Hampden, . . .	1.675	5	4	9	9	54	None	-	-	-
Hancock, . . .	1.50	0	0	9	9	54	None	-	-	-
Hanover, . . .	2.00	n.s.	n.s.	8	8	48	None	-	-	-

¹ No record.² No laborers employed.³ Laborers are paid 28½ cents an hour or \$2.39 a day for first five days of week and \$1.55 for Saturday.

VII. PUBLIC EMPLOYMENT — *Continued.*B. MUNICIPAL — *Continued.*

LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			SATURDAY HALF-HOLIDAY		
	Pre- vailing Daily Rates	NUMBER EM- PLOYED ON MAY 14, 1910		First Five Days	Satur- day	Weekly Hours	Months Granted	Weekly Hours when Granted	Is any Deduc- tion in Wages made for Half- holiday
		At Pre- vailing Rate	At Other Rates						
Municipal Employ- ees — Con.									
<i>Laborers — Con.</i>									
Hanson,	\$2.00	n.s.	n.s.	9	9	54	None	-	-
Hardwick,	2.00	35	125	10	10	60	None	-	-
Harvard,	1.75	1-	1-	9	9	54	None	-	-
Harwich,	2.00	25	0	9	9	54	2	50	No
Hatfield,	1.75	4	6	9	9	54	None	-	-
HAVERHILL,	2.25	109	14	8	8	48	3	44	No
Hawley,	2.00	1-	1-	10	10	60	None	-	-
Heath, ²	-	-	-	-	-	-	-	-	-
Hingham,	2.40	20	3	8	8	48	None	-	-
Hinsdale,	1.50	6	0	8	8	48	None	-	-
Holbrook,	2.00	30	4	8	8	48	None	-	-
Holden,	1.75	n.s.	n.s.	9	9	54	None	-	-
Holland,	1.50	6	3	9	9	54	None	-	-
Holliston,	1.75	19	0	9	9	54	None	-	-
HOLYOKE,	2.00	163	131	3-	3-	48	12	48	No
Hopedale,	1.85	5	3	10	10	60	None	-	-
Hopkinton,	1.75	4	0	9	9	54	None	-	-
Hubbardston,	1.75	7	0	9	9	54	None	-	-
Hudson,	2.00	9	8	9	9	54	None	-	-
Hull,	2.00	25	0	9	9	54	None	-	-
Huntington,	2.00	15	0	9	9	54	None	-	-
Hyde Park,	2.00	30	25	8	8	48	None	-	-
Ipswich,	2.00	8	10	9	9	54	None	-	-
Kingston,	1.80	1-	1-	9	9	54	None	-	-
Lakeville,	1.75	n.s.	n.s.	9	9	54	None	-	-
Lancaster,	1.75	15	0	9	9	54	None	-	-
Lanesborough,	1.75	4	0	8	8	48	None	-	-
LAWRENCE,	2.00	413	30	8 $\frac{2}{3}$	4 $\frac{1}{3}$	48	12	48	No
Lee,	1.75	14	1	9	9	54	None	-	-
Leicester,	1.75	30	0	9	9	54	None	-	-
Lenox,	2.00	45	0	8	8	48	None	-	-
Leominster,	2.00	56	4	8	8	48	1	45	Yes
Leverett,	1.50	n.s.	n.s.	9	9	54	None	-	-
Lexington,	2.00	20	0	9	9	54	3	50	No
Leyden,	1.75	n.s.	12	10	10	60	None	-	-
Lincoln,	2.25	20	10	8	8	48	None	-	-
Littleton,	1.75	3	1	9	9	54	None	-	-
Longmeadow,	2.00	7	-	9	9	54	None	-	-
LOWELL,	2.00	448	415	8	8	48	None	-	-
Ludlow,	1.80	12	2	9	9	54	None	-	-
Lunenburg,	1.75	10	1	9	9	54	None	-	-
LYNN,	2.25	450	139	8	8	48	6	44	No
Lynnfield,	2.00	10	0	9	9	54	None	-	-
MALDEN,	2.00	129	19	8	8	48	4	44	No
Manchester,	2.40	n.s.	8	8	8	48	None	-	-
Mansfield,	1.75	8	10	9	9	54	None	-	-
Marblehead,	2.00	22	12	9	9	54	None	-	-
Marion,	2.00	28	7	9	9	54	None	-	-
MARLBOROUGH,	2.00	27	8	8	8	48	None	-	-
Marshfield,	2.00	75	0	9	9	54	None	-	-
Mashpee,	1.80	10	0	9	9	54	None	-	-
Mattapoisett,	1.80	1-	1-	9	9	54	None	-	-
Maynard,	2.00	15	0	9	9	54	None	-	-
Medfield,	2.00	n.s.	n.s.	9	9	54	None	-	-
MEDFORD,	2.00	0	0	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	9	48	No
Medway,	1.75	10	2	9	9	54	None	-	-
MELROSE,	2.25	67	25	8	8	48	None	-	-
Mendon,	2.00	6	0	9	9	54	None	-	-
Merrimac,	2.00	6	0	9	9	54	None	-	-

¹ No record.² No report received.³ Daily hours vary: City Departments Proper, 9 hours on first four days, 8 hours on one day, and 4 hours on Saturday; Water and Gas Departments, 9 hours on first three days, 8 hours on two days, and 5 hours on Saturday.

VII. PUBLIC EMPLOYMENT — *Continued.*B. MUNICIPAL — *Continued.*

LOCALITIES.	RATES OF WAGES		HOURS OF LABOR			SATURDAY HALF-HOLIDAY			
	Pre- vailing Daily Rates	NUMBER EM- PLOYED ON MAY 14, 1910		First Five Days	Satur- day	Weekly Hours	Months Granted	Weekly Hours when Granted	Is any Deduct- ion in Wages made for Half- holiday
		At Pre- vailing Rate	At Other Rates						
Municipal Employ- ees — Con.									
<i>Laborers — Con.</i>									
Methuen,	\$2.00	50	20	9	9	54	None	—	—
Middleborough, ¹	—	—	—	—	—	—	—	—	—
Middlefield,	1.50	10	5	9	9	54	None	—	—
Middleton,	2.00	2—	2—	8	8	48	None	—	—
Milford,	2.00	21	—	8	8	48	None	—	—
Millbury,	1.75	10	0	9	9	54	None	—	—
Millis,	1.75	2—	2—	9	9	54	None	—	—
Milton,	2.00	100	8	8	8	48	None	—	—
Monroe,	1.50	22	30	8	8	48	None	—	—
Monson,	1.75	75	0	9	9	54	None	—	—
Montague,	1.75	2—	2—	9	9	54	None	—	—
Monterey,	1.75	10	0	9	9	54	None	—	—
Montgomery,	1.58	n.s.	n.s.	9	9	54	None	—	—
Mount Washington,	1.80	6	0	9	9	54	None	—	—
Nahant,	2.25	40	1	8	8	48	3	44	No
Nantucket,	1.75	20	4	9	9	54	None	—	—
Natick,	2.00	20	0	8	8	48	None	—	—
Needham,	2.25	15	2	9	9	54	2½	50	Yes
New Ashford, ³	1.50	—	—	—	—	—	None	—	—
NEW BEDFORD,	2.25	613	173	8½	5½	48	12	48	No
New Braintree,	1.85	4	1	9	9	54	None	—	—
New Marlborough,	1.50	10	0	9	9	54	None	—	—
New Salem,	1.75	8	1	9	9	54	None	—	—
Newbury,	1.80	2—	2—	9	9	54	None	—	—
NEWBURYPORT,	2.00	25	15	8	8	48	None	—	—
NEWTON,	2.00	255	157	8	8	48	None	—	—
Norfolk,	1.75	2—	2—	9	9	54	None	—	—
NORTH ADAMS,	1.75	67	13	8	8	48	None	—	—
North Andover,	1.80	25	3	9	9	54	None	—	—
North Attleborough,	2.25	16	0	9	9	54	None	—	—
North Brookfield,	1.75	12	8	9	9	54	None	—	—
North Reading,	2.00	2—	2—	9	9	54	None	—	—
NORTHAMPTON,	2.00	44	14	8	8	48	None	—	—
Northborough,	1.75	2—	2—	9	9	54	None	—	—
Northbridge,	5—	2—	2—	5—	5—	5—	None	—	—
Northfield,	2.00	6	—	9	9	54	None	—	—
Norton, ³	1.80	—	—	—	—	—	—	—	—
Norwell,	2.00	0	0	8	8	48	None	—	—
Norwood,	2.00	15	2	9	9	54	None	—	—
Oak Bluffs,	2.00	20	6	8	8	48	None	—	—
Oakham,	1.75	7	0	9	9	54	None	—	—
Orange,	1.75	10	2	9	9	54	None	—	—
Orleans,	1.80	2—	2—	9	9	54	None	—	—
Otis,	1.75	10	0	9	9	54	None	—	—
Oxford,	1.80	16	0	9	9	54	None	—	—
Palmer,	1.75	8	4	8	8	48	None	—	—
Paxton,	2.00	n.s.	6	10	10	60	None	—	—
Peabody,	2.25	36	27	8	8	48	None	—	—
Pelham,	1.75	20	2	9	9	54	None	—	—
Pembroke,	2.00	2—	2—	8	8	48	None	—	—
Pepperell,	1.75	390	50	9	9	54	None	—	—
Peru,	1.75	10	5	9	9	54	None	—	—
Petersham,	1.75	15	0	9	9	54	None	—	—
Phillipston,	1.58	n.s.	n.s.	9	9	54	None	—	—
PITTSFIELD,	2.00	143	33	8	8	48	None	—	—
Plainfield,	1.50	2—	2—	9	9	54	None	—	—
Plainville,	2.00	10	0	9	9	54	None	—	—
Plymouth,	2.00	71	4	8½	5½	48	12	48	No
Plympton,	2.00	6	0	9	9	54	None	—	—

¹ No report received.² No record.³ No laborers employed.⁴ In the Water Department the employees have the Saturday half-holiday, 44-hour week, during the entire year.⁵ Wages 16 cents an hour; no stated hours.

VII. PUBLIC EMPLOYMENT — *Continued.*B. MUNICIPAL — *Continued.*

LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			SATURDAY HALF-HOLIDAY		
	Pre- vailing Daily Rates	NUMBER EM- PLOYED ON MAY 14, 1910		First Five Days	Satur- day	Weekly Hours	Months Granted	Weekly Hours when Granted	Is any Deduction in Wages made for Half- holiday
		At Pre- vailing Rate	At Other Rates						
Municipal Employ- ees — Con.									
<i>Laborers — Con.</i>									
Prescott,	\$1.75	15	10	9 and 10	9 and 10	54 and 60	None	-	-
Princeton,	1.75	15	0	9	9	54	None	-	-
Provincetown,	2.00	n.s.	n.s.	-	-	-	None	-	-
QUINCY,	2.00	260	68	8	8	48	None	-	-
Randolph,	2.00	33	0	8	8	48	None	-	-
Raynham,	1.80	20	0	9	9	54	None	-	-
Reading,	2.00	7	7	8	8	48	None	-	-
Rehoboth,	1.50	n.s.	n.s.	9	9	54	None	-	-
Revere,	2.25	40	0	8	8	48	None	-	-
Richmond,	1.75	7	0	9	9	54	None	-	-
Rochester,	1.50	15	0	9	9	54	None	-	-
Rockland,	2.00	50	0	8	8	48	None	-	-
Rockport,	2.00	11	0	8	8	48	None	-	-
Rowe,	1.75	10	0	9	9	54	None	-	-
Rowley,	2.00	1-	1-	9	9	54	None	-	-
Royalston,	1.75	15	0	9	9	54	None	-	-
Russell,	1.75	8	2	9	9	54	None	-	-
Rutland,	1.75	6	0	9	9	54	None	-	-
SALEM,	2.25	245	53	8	8	48	3	44	No
Salisbury, ²	-	-	-	-	-	-	-	-	-
Sandisfield,	1.75	10	0	9	9	54	None	-	-
Sandwich,	2.00	6	0	9	9	54	None	-	-
Saugus,	2.00	22	3	³ 9	³ 4	³ 48	2	48	No
Savoy,	1.50	40	10	10	10	60	None	-	-
Scituate,	2.00	1-	1-	8	8	48	None	-	-
Seekonk,	1.50	1-	1-	n.s.	n.s.	n.s.	None	-	-
Sharon,	2.00	15	6	9	9	54	None	-	-
Sheffield,	1.50	1-	1-	9	9	54	None	-	-
Shelburne,	1.80	1-	1-	9	9	54	None	-	-
Sherborn,	2.00	18	2	9	9	54	None	-	-
Shirley,	1.75	6	0	9	9	54	None	-	-
Shrewsbury,	1.80	0	0	9	9	54	None	-	-
Shutesbury,	1.50	7	0	9	9	54	None	-	-
Somerset,	1.75	0	0	9	9	54	None	-	-
SOMERVILLE,	2.00	217	62	8	8	48	5	44	No
South Hadley,	2.00	18	16	9	9	54	None	-	-
Southampton,	1.50	1-	1-	9	9	54	None	-	-
Southborough,	2.00	40	0	9	9	54	None	-	-
Southbridge,	2.00	20	0	9	9	54	None	-	-
Southwick,	1.75	4	0	8	8	48	None	-	-
Spencer,	2.00	15	0	9	9	54	None	-	-
SPRINGFIELD,	2.00	420	298	8	7	47	None	-	-
Sterling,	1.80	18	3	9	9	54	None	-	-
Stockbridge,	2.00	80	0	9	8	53	None	-	-
Stoneham,	2.00	12	12	9	9	54	6	50	No
Stoughton,	2.00	12	0	8	8	48	None	-	-
Stow,	1.75	10	4	9	9	54	None	-	-
Sturbridge,	1.80	1-	1-	9	9	54	None	-	-
Sudbury,	1.75	10	0	9	9	54	None	-	-
Sunderland,	1.50	0	0	10	10	60	None	-	-
Sutton,	1.75	n.s.	n.s.	9	9	54	None	-	-
Swampscott,	2.25	43	3	8	8	48	6	44	No
Swansea,	1.50	25	5	9	9	54	None	-	-
TAUNTON,	2.00	94	56	8	8	48	4	44	No
Templeton,	1.75	n.s.	n.s.	9	9	54	None	-	-
Tewksbury,	1.75	5	0	8	8	48	None	-	-
Tisbury,	1.60	1	1	8	8	48	None	-	-
Tolland,	1.50	6	1	9	9	54	None	-	-
Topsfield,	2.00	1-	1-	9	9	54	None	-	-
Townsend,	1.75	18	0	9	9	54	None	-	-
Truro,	1.50	1	1	9	9	54	-	-	-

¹ No record.² No report received.³ Nine hours on 4 days, 8 hours on one day, and 4 hours on Saturday.

VII. PUBLIC EMPLOYMENT — *Concluded.*B. MUNICIPAL — *Concluded.*

LOCALITIES.	RATES OF WAGES			HOURS OF LABOR			SATURDAY HALF-HOLIDAY		
	Pre-vailing Daily Rates	NUMBER EMPLOYED ON MAY 14, 1910		First Five Days	Saturday	Weekly Hours	Months Granted	Weekly Hours when Granted	Is any Deduction in Wages made for Half-holiday
		At Pre-vailing Rate	At Other Rates						
Municipal Employees — Con.									
<i>Laborers — Con.</i>									
Tyngsborough, . . .	\$1.75	n.s.	n.s.	9	9	54	None	-	-
Tyringham, . . .	1.75	6	0	8	8	48	None	-	-
Upton, . . .	1.75	6	0	9	9	54	None	-	-
Uxbridge, . . .	1.75	8	0	9	9	54	None	-	-
Wakefield, . . .	2.00	55	20	8	8	48	None	-	-
Wales, . . .	1.50	n.s.	0	9	9	54	None	-	-
Walpole, . . .	2.00	50	0	9	9	54	None	-	-
WALTHAM, . . .	2.00	87	67	8	8	48	None	-	-
Ware, . . .	2.00	35	0	9	9	54	None	-	-
Wareham, . . .	2.00	1-	1-	9	9	54	None	-	-
Warren, . . .	1.75	8	0	10	10	60	None	-	-
Warwick, . . .	1.75	5	2	8	8	48	None	-	-
Washington, . . .	1.75	1-	1-	9	9	54	None	-	-
Watertown, . . .	2.00	35	12	2 9	4	2 48	12	48	No
Wayland, . . .	2.00	1-	1-	8	8	48	None	-	-
Webster, . . .	1.75	2	4	9	9	54	None	-	-
Wellesley, . . .	2.00	1-	1-	9	9	54	None	-	-
Wellfleet, . . .	2.00	12	0	9	9	54	None	-	-
Wendell, . . .	1.75	18	0	9	9	54	None	-	-
Wenham, . . .	2.00	1-	1-	9	9	54	None	-	-
West Boylston, . . .	1.65	7	1	9	9	54	None	-	-
West Bridgewater, . . .	2.25	7	0	9	9	54	None	-	-
West Brookfield, . . .	1.80	9	0	9	9	54	None	-	-
West Newbury, ¹ . . .	-	-	-	-	-	-	None	-	-
West Springfield, . . .	1.75	15	3	8	8	48	None	-	-
West Stockbridge, . . .	1.75	n.s.	n.s.	8	8	48	None	-	-
West Tisbury, . . .	2.00	0	0	8	8	48	None	-	-
Westborough, . . .	2.00	25	0	9	9	54	None	-	-
Westfield, . . .	1.75	42	29	8	8	48	None	-	-
Westford, . . .	1.75	6	6	9	9	54	None	-	-
Westhampton, . . .	1.50	0	0	9	9	54	None	-	-
Westminster, . . .	1.75	n.s.	n.s.	9	9	54	None	-	-
Weston, . . .	1.75	6	0	9	9	54	None	-	-
Westport, . . .	1.80	20	2	9	9	54	None	-	-
Westwood, . . .	2.00	17	0	8	8	48	None	-	-
Weymouth, . . .	2.25	74	11	8	8	48	None	-	-
Whately, . . .	2.00	0	0	10	10	60	None	-	-
Whitman, . . .	2.40	35	4	8	8	48	None	-	-
Wilbraham, . . .	1.75	0	0	9	9	54	None	-	-
Williamsburg, . . .	1.75	1-	0	9	9	54	None	-	-
Williamstown, . . .	2.00	1-	1-	8	8	48	None	-	-
Wilmington, . . .	2.00	6	4	9	9	54	None	-	-
Winchendon, . . .	1.75	35	10	9	9	54	None	-	-
Winchester, . . .	2.00	23	6	4 9	5	4 48	None	-	-
Windsor, . . .	1.50	10	0	9	9	54	None	-	-
Winthrop, . . .	2.00	115	14	9	9	54	None	-	-
WOBBURN, . . .	2.00	22	18	8	8	48	None	-	-
WORCESTER, . . .	1.85	613	252	8	8	48	None	-	-
Worthington, . . .	1.75	25	50	8	8	48	None	-	-
Wrentham, . . .	1.80	1-	1-	9	9	54	None	-	-
Yarmouth, . . .	2.00	1-	1-	9	9	54	None	-	-

¹ No record.² Nine hours on 4 days, 8 hours on one day, and 4 hours on Saturday.³ No report received.⁴ Nine hours on 4 days, 7 hours on one day, and 5 hours on Saturday.

VIII. RESTAURANTS AND TRADE.

A. HOTELS AND RESTAURANTS.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Bartenders.					
Adams,	\$15.00	-	10	60	-
Athol,	15.00	1907	10	62	1907
Boston,	18.00	1910	10	60	1910
Chelsea,	18.00	1910	10	60	1910
Chicopee,	18.00	1905	10	60	1905
Clinton,	15.00	-	10	60	-
Fitchburg,	15.00	-	10	60	-
Gloucester,	15.00	1901	10½	63	1910
Haverhill,	{ 15.00 20.00 }	1909	9	59	1909
Holyoke,	15.00	1897	10	62	1897
Lawrence,	15.00	1900	9	58	1907
Lynn,	15.00	1902	9½	60	1902
Marlborough,	15.00	-	-	60	1904
New Bedford,	15.00	1910	n.s.	60	1910
North Adams,	15.00	-	19	60	-
Northampton,	15.00	1897	10	62	1897
Pittsfield,	18.00	1910	9	56	1904
Southbridge,	18.00	1907	9	68	1907
Springfield,	15.00	1897	9	56	1897
Taunton,	16.00	-	10	61	-
Ware,	{ 15.00- 22.00 }	-	9	64	-
Westfield,	18.00	1897	10	62	1897
Worcester,	16.00	1910	10	60	-
Cooks.					
Brockton (men),	15.00	1909	n.s.	75	1909
Brockton (women),	12.00	1909	n.s.	58	1909
Lynn,	15.00	1909	9	63	1909
Springfield,	17.00	1909	11	77	1909
Night Cooks.					
Lynn,	13.00	1909	9	63	1909
Order and Second Cooks.					
Brockton (men),	12.00	1909	n.s.	84	1909
Brockton (women),	10.00	1909	n.s.	58	1909
Lynn,	12.00	1909	9	63	1909
Pastry Cooks.					
Brockton (women),	9.00	1908	n.s.	58	1908
Kitchen Women.					
Brockton,	5.50	1908	n.s.	58	1908
Waiters.					
Brockton (men),	10.00	1909	n.s.	70	1909
Brockton (women),	6.00	1909	n.s.	58	1909
Lynn (men),	10.00	1909	9	63	1909
Lynn (women),	7.00	1909	8	58	1909
Springfield (lunchmen),	15.00	1909	11	77	1909
Worcester (women),	{ 7.00- 10.00 }	1910	n.s.	58	1910
Dairy Lunch.					
Springfield,	12.00	1909	11	77	1909
Hotel.					
Springfield,	7.00	1909	11	77	1909
Worcester,	10.50	-	9	63	-
Restaurant.					
Springfield,	11.00	1909	11	77	1909
Worcester,	9.00	-	9	63	-

¹ With board.

VIII. RESTAURANTS AND TRADE — *Concluded.*

B. TRADE.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Clerks.					
<i>Clothing Clerks.</i>					
Springfield,	\$16.00	-	n.s.	63	-
<i>Drug Clerks.</i>					
Boston,	{ 7.00- 18.00 }	-	10	70	-
<i>Dry Goods Clerks.</i>					
Boston (men),	14.00	-	8	48	-
Boston (women),	7.00	-	8	48	-
Brockton,	{ 6.00- 12.00 }	-	-	56	-
<i>Grocery Clerks.</i>					
Boston,	{ 7.00 8.00 }	-	n.s.	66	-
<i>Retail Clerks, n.s.</i>					
Athol,	12.00	-	n.s.	70	-
Boston,	14.00	-	10	60	-
Swampscott,	{ 12.00- 15.00 }	-	{ 10 11 }	{ 60 64 }	-
<i>Strikers.</i>					
Boston,	6.00	-	n.s.	{ 65 66 }	-

IX. TEXTILES.

A. BLEACHING, DYEING, AND PRINTING.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Weekly Rates	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Dyers and Finishers.							
Lawrence,	hour	.145	\$8.85	1910	11½	61	-

B. COTTON GOODS.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Weekly Rates	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Back Boys.							
Lawrence,	week	\$6.17	\$6.17	1906	10½	56	1910
Beamers.							
Lawrence,	week	{ 10.00 12.00 }	{ 10.00 12.00 }	-	10½	56	1910
Burlers.							
Lawrence,	week	{ 5.00- 10.00 }	{ 5.00- 10.00 }	-	10½	56	1910
Card Grinders.							
Fall River,	week	{ 9.50 12.00 }	{ 9.50 12.00 }	1908	10½	56	1910
Card Machine Operators.							
Boston,	hour	{ .30- .45 }	{ 16.50- 26.10 }	-	{ 10 10 }	{ 55 56 }	1910
North Andover,	hour	{ .30- .40 }	{ 17.40- 23.20 }	-	10½	58	-
Worcester,	day	3.50	21.00	-	10	1 60	-
Card Pickers and Ring Spinners.							
New Bedford,	week	{ 8.00- 10.00 }	{ 8.00- 10.00 }	-	10½	56	1910
Card Strippers.							
Fall River,	week	{ 7.00 8.25 }	{ 7.00 8.25 }	1908	10½	56	1910
New Bedford,	week	8.50	8.50	1908	10½	56	1910
Combers.							
New Bedford,	week	8.50	8.50	1908	10½	56	1910
Drawing Tenders.							
Fall River,	week	{ 5.50 6.50 }	{ 5.50 6.50 }	1908	10½	56	1910
Folders.							
Taunton,	hour	.20	11.60	1906	10½	58	1902
Joiners.							
Lawrence,	week	{ 11.50- 13.50 }	{ 11.50- 13.50 }	1906	10½	56	1910

¹ Work 55 hours in Summer.

IX. TEXTILES — *Continued.*B. COTTON GOODS — *Concluded.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Weekly Rates	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Loomfixers.							
Adams,	week	\$14. 00	\$14. 00	1910	10 $\frac{1}{10}$	56	1910
Chicopee,	week	10. 20	10. 20	1909	10 $\frac{1}{6}$	56	1909
Fall River,	week	12. 25	12. 25	1907	10 $\frac{1}{6}$	56	1909
Fitchburg,	day	{ 2. 00- 2. 35	{ 12. 00- 14. 10	{ - 1909	{ 10 10 $\frac{1}{6}$	{ 56 56	{ 1910 1910
Lawrence,	week	{ 15. 40 11. 20	{ 15. 40 11. 20	{ 1909 1908	{ 10 $\frac{1}{6}$ 10 $\frac{1}{4}$	{ 56 56	{ 1910 1910
Lowell,	week	{ 12. 16 12. 30 13. 00	{ 12. 16 12. 30 13. 00	{ 1908 1908	{ 10 $\frac{1}{6}$ 10 $\frac{1}{6}$	{ 56 56	{ 1910 1910
New Bedford,	hour	. 2628	14. 72	1908	10 $\frac{1}{6}$	56	1910
Salem,	week	{ 13. 00- 14. 95	{ 13. 00- 14. 95	{ 1910 1908	{ 10 $\frac{1}{4}$ 10 $\frac{1}{6}$	{ 56 56	{ 1910 1910
Waltham,	week	15. 00	15. 00	1908	10 $\frac{1}{6}$	56	1910
Menders.							
Lawrence,	week	{ 8. 00- 10. 00	{ 8. 00- 10. 00	{ - 1909	{ 10 $\frac{1}{6}$ 10 $\frac{1}{6}$	{ 56 56	{ 1910 1910
Mule Spinners.							
Lawrence,	week	{ 15. 00- 17. 00	{ 15. 00- 17. 00	{ 1906 1908	{ 10 $\frac{1}{6}$ 10 $\frac{1}{6}$	{ 56 56	{ 1910 1910
New Bedford,	hour	. 30	16. 80	1908	10 $\frac{1}{6}$	56	1910
Waltham,	week	12. 75	12. 75	1909	10 $\frac{1}{10}$	56	1910
Nappers.							
Chicopee,	week	9. 80	9. 80	1908	10 $\frac{1}{6}$	50 $\frac{5}{8}$	1910
Perchers.							
Lawrence,	week	{ 10. 00- 12. 00	{ 10. 00- 12. 00	{ - 1908	{ 10 $\frac{1}{6}$ 10 $\frac{1}{6}$	{ 56 56	{ 1910 1910
Pickers.							
Fall River,	week	{ 6. 00 7. 50	{ 6. 00 7. 50	{ 1908 1908	{ 10 $\frac{1}{6}$ 10 $\frac{1}{6}$	{ 56 56	{ 1910 1910
Piecers.							
Lawrence,	week	{ 8. 00- 9. 00	{ 8. 00- 9. 00	{ 1906 1906	{ 10 $\frac{1}{6}$ 10 $\frac{1}{6}$	{ 56 56	{ 1910 1910
Section Hands.							
Lawrence,	hour	. 27 $\frac{1}{2}$	15. 95	-	10 $\frac{1}{6}$	56	1910
Slasher Tenders.							
Fall River,	hour	. 2078	11. 64	-	10 $\frac{1}{8}$	56	1910
Slubber Tenders.							
New Bedford,	week	11. 50	11. 50	1908	10 $\frac{1}{6}$	56	1910
Warp Dressers.							
Lawrence,	hour	. 25%	14. 22	1910	10 $\frac{1}{6}$	56	1910
Warp Twisters.							
New Bedford,	week	14. 00	14. 00	1910	10 $\frac{1}{6}$	56	1910
Waste Handlers.							
Springfield,	day	1. 87 $\frac{1}{2}$	11. 25	1910	9	54	1909
Yarn Spinners.							
New Bedford,	week	15. 00	15. 00	1908	10 $\frac{1}{6}$	56	1909

IX. TEXTILES — *Concluded.*

C. WOOLEN AND WORSTED GOODS.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Weekly Rates	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Burlers.							
Lawrence,	week	{ \$5.00- 10.00	\$5.00- 10.00	} about 1895	10½	56	1910
Menders.							
Lawrence,	week	{ 9.00- 10.00	9.00- 10.00	} about 1895	10½	56	1910
Perchers.							
Lawrence,	week	{ 10.00 12.00	10.00 12.00	} about 1895	10½	56	1910
Spinners.							
Lawrence,	week	{ 6.00 7.00	6.00 7.00	} about 1895	10½	56	1910
Wool Sorters.							
Barre,	week	16.00	16.00	1909	10½	58	1910
Holyoke,	week	{ 16.00 17.53	16.00 17.53	} 1909	10¼	56	1909
Lawrence,	week	15.00	15.00	1908	-	56	1910
Lowell,	week	15.00	15.00	1908	-	58	-

D. OTHER TEXTILES.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR		
	Full Day	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Hair Spinners.						
Hyde Park,	\$2.72	\$16.32	1904	10	55	-

X. TRANSPORTATION.

A. RAILROADS.

1. *Steam Railroad Employees.*¹

It is the custom of the steam railroad companies operating within this Commonwealth to issue from time to time printed "Rules" applicable to employees in the several branches of service showing the rates of pay, hours of labor, and other conditions of employment. These printed rules virtually constitute written agreements between the companies and their employees. Owing to the varying nature of the several branches of service it is exceedingly difficult to present in one uniform tabular statement the essential items of information contained in these schedules. Thus, conductors, trainmen, locomotive engineers, and locomotive firemen receive compensation based on mileage covered, but certain minimum rates of wages an hour, day, or month are guaranteed. For employees engaged in station and other local service the rates of pay and hours of labor vary according to local conditions. The hours of labor of those who are actually employed in the movement of trains, including conductors, locomotive engineers, locomotive firemen, trainmen, and telegraph operators are regulated by the Federal Law applicable to that class of service. In the shops and offices the usual hours of labor are nine a day, but there is, even in such indoor employment, considerable variation, particularly in the method of determining compensation in individual cases.

In view of the above considerations it was deemed advisable to present the information in a series of tabular statements, each of which has been so devised as to bring out the essential facts with reference to the several occupations considered therein. It will be observed that the rates of pay and hours of labor applicable to employees in train and yard service are practically identical for the three¹ railroad systems considered, this uniformity being in accordance with the agreement between the members of the Eastern Association of General Committees. This uniformity is true not only with respect to the regular rates of pay, but also holds true in regard to rates of wages paid for overtime and extra mileage. Attention is also called to the fact that the rates of pay and hours of labor applicable to railroad employees are not confined merely to those portions of the several railroad systems which are within the confines of the Commonwealth, but are applicable likewise throughout the entire systems.

¹ In compiling the information relative to steam railroad employees, the Boston & Maine, New York Central & Hudson River, and the New York, New Haven & Hartford systems only were considered. In each of the tables on pages 53 to 57 the information relating to the occupations of employees is presented in groups, each group representing one of the before-mentioned railroads.

X. TRANSPORTATION — *Continued.*A. RAILROADS — *Continued.*1. Steam Railroad Employees — *Continued.*

OCCUPATIONS.	RATES OF WAGES			OVER- TIME Hourly ² Rates of Wages	EMERGENCY SERVICE ³			Daily Hours of Labor (In- cluding Sundays and Holi- days)
	Mileage Rates	Guar- anteed Daily Rates	Guar- anteed Monthly Rates ¹		One Hour or Less	From One to Five Hours	Over Five Hours	
Passenger Service.								
Conductors,	\$0.0268	\$4.20	\$125.00	\$0.42	\$0.42	\$2.10	\$4.20	10
Assistant conductors, . . . . .	.0215	3.35	100.00	.33	.33	1.65	3.35	10
Baggagemen, . . . . .	.0155	2.75	75.00	.25	.27	1.35	2.75	10
Brakemen, . . . . .	.0150	2.55	70.00	.24	.25	1.25	2.55	10
Rear trainmen (flagmen), . . . . .	.01525	2.55	72.50	.24	.24	1.25	2.55	10
Conductors,	\$0.0268	\$4.20	\$115.00	\$0.42	\$0.42	\$2.10	\$4.20	10
Assistant conductors, . . . . .	.0215	3.35	92.00	.33	.33	1.65	3.35	10
Baggagemen, . . . . .	.0155	2.75	69.00	.27	.27	1.35	2.75	10
Brakemen, . . . . .	.0150	2.55	64.50	.25	.25	1.25	2.55	10
Conductors,	0.0268	\$4.20	125.00	\$0.42	—	—	—	10
Ticket collectors,	\$.0215	3.35	\$100.00	.33	—	—	—	10
Baggagemen, . . . . .	.0155	2.75	75.00	.27	—	—	—	10
Brakemen, . . . . .	.0150	2.55	70.00	.25	—	—	—	10

¹ The guaranteed rate is for each 28 days. On a monthly basis (each month averaging 30.42 days) the salary would be approximately the same as on the other two railroads here considered.

² For all time in excess of ten hours the rates specified are paid, but the mileage rate is paid if on that basis the earnings are in excess of the minimum hourly rate.

³ Emergency service may be defined as "service performed before and in addition to regular runs, between trips, or before registering off duty."

⁴ The following rules regarding emergency service apply:

a. Service *before* scheduled leaving time of initial train — (1) For more than 30 minutes or less than two hours, hourly rate paid, 60 minutes or less to count as one hour. (2) For less than five hours and more than two hours, or for runs of less than one-half the number of miles constituting a day's pay, one-half day's wages is paid. (3) For more than five hours or for a run of more than one-half the number of miles constituting a day's pay, not less than one day's wages is paid.

b. Service *between* the hours of the regular day's run — One-tenth of the daily rate per hour is paid, miles not being computed in this extra service.

c. Service *after* completing day's run — Not less than one day's wages is paid except when notified before leaving company's premises after working less than one-half the number of hours or miles which constitutes a day, the pay then being not less than that for one-half day. After working more than one-half the number of hours or miles, which constitutes a day's work, the pay is not less than that for one day. Time for this extra service commences at the completion of the day's work.

X. TRANSPORTATION — *Continued.*A. RAILROADS — *Continued.*1. *Steam Railroad Employees* — *Continued.*

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		OVERTIME	Daily Hours of Labor (Including Sundays and Holidays)
	Mileage Rates	Guaran- teed Daily Rates ¹	Rates of Wages an Hour ²	
Through and Irregular Freight Train Service.				
Conductors,	\$0.0363	\$3.63	\$0.36	10
Flagmen, . . . . .	.02525	2.52	.25	10
Brakemen, . . . . .	.0242	2.40	.24	10
Conductors, . . . . .	.0363	3.63	.36	10
Flagmen, . . . . .	.02525	2.52	.25	10
Brakemen, . . . . .	.0242	2.42	.24	10
Conductors, . . . . .	.0363	3.63	.36	10
Flagmen, . . . . .	.02525	2.52	.25	10
Brakemen, . . . . .	.0242	2.42	.24	10
Local or Pick-up and Drop Service.				
Conductors, . . . . .	.03975	3.975	.3975	10
Flagmen, . . . . .	.028	2.80	.28	10
Brakemen, . . . . .	.027	2.70	.27	10
Conductors,	\$.03975	3.975	.48	10
Flagmen,	\$.028	2.80	.36	10
Brakemen,	\$.027	2.70	.346	10
Conductors, . . . . .	.03975	3.975	.3975	10
Flagmen, . . . . .	.028	2.80	.28	10
Brakemen, . . . . .	.027	2.70	.27	10
Milk Train Service.				
Conductors, . . . . .	.0268	4.20	-	10
Flagmen, . . . . .	.018	2.85	-	10
Brakemen, . . . . .	.017	2.75	-	10

¹ The guaranteed daily rate is based on the mileage rate, 100 miles or less constituting a day's work.

² Overtime is computed on the basis of the actual time (over 10 hours) worked or held for duty, being paid for at the rate of 10 miles an hour for the class of service performed.

³ In local or pick-up freight service the mileage rate for runs of over 75 miles for each additional mile is \$0.048 for conductors, \$0.036 for flagmen, and \$0.0346 for brakemen. These rates are used as a basis for calculating the overtime rates which are based on a minimum of 10 miles an hour.

⁴ The guaranteed monthly rates in milk train service are stated as follows: Conductors, \$109.20; flagmen, \$74.10; brakemen, \$71.50.

X. TRANSPORTATION—*Continued.*A. RAILROADS—*Continued.*1. Steam Railroad Employees—*Continued.*

OCCUPATIONS.	Yard Groups ¹	HOURLY RATES OF WAGES		DAILY HOURS OF LABOR
		Day	Night	Day and Night Service
Yard Service.				
Conductors,	1	\$0.37	\$0.39	10
Conductors,	2	.35	.37	10
Brakemen,	1	.34	.36	10
Brakemen,	2	.32	.34	10
Conductors,	3	\$0.37	\$0.39	10
Conductors,	4	.36	.38	10
Conductors,	5	.35	.37	10
Brakemen,	3	.34	.36	10
Brakemen,	4	.33	.35	10
Brakemen,	5	.32	.34	10
Conductors,	6	\$0.37	\$0.39	10
Conductors,	7	2.37	{ 2.38 .39 }	8
Brakemen and switchmen,	6	.34	.36	10
Brakemen and switchmen,	7	2.34	{ 2.35 .36 }	8

¹ The yards in Massachusetts included in the several groups specified are as follows:

Group 1. — Pittsfield, North Adams Junction, West Springfield, Springfield, Worcester, South Framingham, Beacon Park (Allston), East Cambridge, East Boston, and Boston. Group 2. — Palmer and all other yards. Group 3. — Ayer, Boston, East Deerfield, Fitchburg, Greenfield, Holyoke, Lawrence, Lowell, Lynn, Northampton, Salem, Springfield, and Worcester. Group 4. — Berlin, Gardner, Haverhill, North Adams, and Waltham. Group 5. — Amesbury, Chelsea, Gloucester, Newburyport, Reading, Williamstown, and Woburn. Special Rates: Conductors. — Berlin, \$4 days; \$3.75 nights; Woburn, \$4. Group 6. — Includes all ten-hour yards on this railroad. Group 7. — Includes all eight-hour yards on this railroad.

² In the schedule from which this information is derived the daily rates were stated, being classified according to first, second, and third "tricks" of eight hours each. In order to tabulate the information the hourly rate has been computed and the second and third tricks have been considered as night service.

BRANCHES OF SERVICE.	Classes of Engines	RATES OF WAGES			Regular Daily Hours of Labor
		A Day (100 Miles or Less)	Overtime an Hour (Over 10 Hours a Day)	Overtime a Mile (Over 100 Miles a Day)	
Locomotive Engineers.					
Passenger service,	Long run trains,	\$4.12	\$0.412	\$0.0412	10
Passenger service,	All other trains,	4.18	.418	.0418	10
Freight service, ¹	Classes G-6, G-5, G-33, G-34, F-2,	4.85	.485	.0485	10
Freight service,	All other engines except 4-wheel connected,	4.75	.475	.0475	10
Freight service,	4-wheel connected engines,	4.65	.465	.0465	10
Electric service,	Newton Lower Falls,	3.35	-	-	10
Switching service,	All engines,	4.11	.411	-	10
Passenger service,	Consolidation type,	4.70	.47	.047	10
Passenger service,	70 tons or over,	4.10	.41	.041	10
Passenger service,	Other classes,	4.00	.40	.04	10

¹ Engineers of helpers, gravel, and work trains are allowed road pay according to class of engine as specified under freight service.

X. TRANSPORTATION — *Continued.*A. RAILROADS — *Continued.*1. Steam Railroad Employees — *Continued.*

BRANCHES OF SERVICE.	Classes of Engines	RATES OF WAGES			Regular Daily Hours of Labor
		A Day (100 Miles or Less)	Overtime an Hour (Over 10 Hours a Day)	Overtime a Mile (Over 100 Miles a Day)	
Locomotive Engineers—Con.					
Through freight service, . . .	Consolidation type, . . .	\$4.70	\$0.47	\$0.047	10
Through freight service, . . .	Other classes, . . .	4.30	.43	.043	10
Local freight service, ¹ . . .	Consolidation type, . . .	¹ 4.70	¹ .627	¹ .0627	10
Local freight service, ¹ . . .	Other classes, . . .	¹ 4.30	¹ .573	¹ .0573	10
Switching service, . . .	Consolidation type 70 tons or over, . . .	4.70	.47	2—	10
Switching service, . . .	Other classes, . . .	4.00	.40	2—	10
Passenger service, . . .	All engines, ² . . .	4.10	.41	.041	10
Freight, work, and mixed trains, . . .	All engines, . . .	4.65	.465	.0465	10
Switching service, . . .	8-hour yards, . . .	³ 3.50	³ .4375	³ —	8
Switching service, . . .	10-hour yards, . . .	³ 4.10	³ .41	³ —	10

¹ In local freight service, 75 miles or less constitutes a day's service. Additional pay is allowed for mileage in excess of 75 miles a day.

² Ten hours constitute a day in switching service and overtime is paid for on basis of hours worked in excess of 10, irrespective of mileage.

³ Engineers running light engines are paid passenger rates when not in connection with freight work.

⁴ In eight-hour yards, eight hours constitute a day's service and overtime is paid on basis of hours worked in excess of eight, irrespective of mileage.

⁵ In 10-hour yards, 10 hours constitute a day's service and overtime is paid on the basis of hours worked in excess of 10, irrespective of mileage.

BRANCHES OF SERVICE.	Classes of Engines	RATES OF WAGES			Daily Hours of Labor
		Minimum Daily Rates	Overtime an Hour (Over 10 Hours a Day)	Overtime a Mile (Over 100 Miles a Day)	
Locomotive Firemen.					
Passenger service,	Classes K, F-2, I-b,	\$2.50	\$0.25	\$0.025	10
Passenger service,	All other engines,	2.40	.24	.024	10
Freight service, ¹	Classes G-33, G-34, G-5-g, G-6-h, G-5-w, F-2-c, F-2-f, H-30, H-30-a,	3.00	.30	.030	10
Freight service, ¹	All other engines,	2.70	.27	.027	10
Switching service,	Engines weighing 133,000 lbs. or over on drivers,	2.50	.25	.025	10
Switching service,	All other engines,	2.35	.235	.0235	10
Hostlers,	Main terminals,	2.35	.235	.0235	10
Hostlers,	Other points,	2.15	.215	.0215	10
Local service, ²	—	—	—	—	10
Mixed service, ³	—	—	—	—	10
Passenger service,	Consolidation type,	2.90	.29	.029	10
Passenger service,	70 tons or over,	2.60	.26	.026	10
Passenger service,	Less than 70 tons,	2.40	.24	.024	10
Through freight service,	Consolidation type,	2.90	.29	.029	10

¹ Also local and mixed service. See notes 2 and 3.

² On all local freight, mixed, and pick-up runs, the minimum rate of pay is determined by the class of engines used (See Freight service).

³ On work, wreck, ballast, filling, circus, snow and milk trains, and pusher service, the minimum rate of pay is determined by the class of engines used (See Freight service).

X. TRANSPORTATION — *Continued.*A. RAILROADS — *Continued.*1. Steam Railroad Employees — *Continued.*

BRANCHES OF SERVICE.	Classes of Engines	RATES OF WAGES			Daily Hours of Labor
		Minimum Daily Rates	Overtime an Hour (Over 10 Hours a Day)	Overtime a Mile (Over 100 Miles a Day)	
Locomotive Firemen — Con.					
Through freight service, . . .	Other than consolidation, 57 tons or over, . . .	\$2.75	\$0.275	\$0.0275	10
Through freight service, . . .	Less than 57 tons, . . .	2.60	.26	.026	10
Local freight service, ¹ . . .	Consolidation type, . . .	12.90	1.387	1.0387	10
Local freight service, ¹ . . .	Other than consolidation, 57 tons or over, . . .	12.75	1.366	1.0366	10
Local freight service, ¹ . . .	Less than 57 tons, . . .	12.60	1.347	1.0347	10
Switching service, ² . . .	Consolidation type, engines 70 tons or over, . . .	2.90	.29	2 —	10
Switching service, . . .	All other engines, ³ . . .	2.35	.235	2 —	10
Other classes of service, . . .	— . . .	3 —	3 —	3 —	10
Passenger service, . . .	All engines, ⁴ . . .	2.45	.245	.0245	10
Freight, work, and mixed trains, . . .	Engines weighing 150,000 lbs. or over, ⁵ . . .	2.80	.28	.028	10
Freight, work, and mixed trains, . . .	Engines weighing less than 150,000 lbs., . . .	2.60	.26	.026	10
Yard service (switching), . . .	8-hour yards, . . .	⁶ 2.00	⁶ .20	⁶ —	8
Yard service (switching), . . .	10-hour yards, . . .	⁷ 2.40	⁷ .24	⁷ —	10

¹ In local freight service, 75 miles or less constitutes a day's service. Additional pay is allowed for mileage in excess of 75 miles a day.

² Ten hours constitute a day in switching service and overtime is paid on basis of hours worked in excess of 10, irrespective of mileage.

³ Switching rates apply to engines spotting cars in pit and local freight rates apply to engines on wreck trains and in all other classes of service not specified. Firemen working in the engine house receive \$2.50 a day for 10 hours or less, but when working both in the house and on the road the same day, 10 miles an hour is allowed for time worked in the house and compensation of the regular man on the run is allowed in addition.

⁴ Firemen on light engines in road service receive passenger rates.

⁵ Includes firemen on K-1-a engines.

⁶ In eight-hour yards, eight hours constitute a day's work and for all over eight hours pro rata rates an hour are paid.

⁷ In 10-hour yards, 10 hours constitutes a day's work and for all over 10 hours pro rata rates an hour are paid.

PRINCIPAL OCCUPATIONS.	Units	Range of Rates ¹	Pre-dominant Rates ²
Announcers and callers,	day	\$1.60-2.00	\$1.71
Apprentices (mechanical dept.),	hour	.10-.23	.105
Apprentices, shop,	{ hour	.13- .18	.18
Armature winders,	{ day	1.87	
Ashpit men,	{ day	3.00-3.25	—
	{ day	1.60-1.82	1.71
	{ hour	.135-.18	—
Baggage checkers,	day	2.14-2.41	2.14
Baggage handlers,	day	1.71-1.87	1.71
Baggage masters (station),	day	1.43-2.28	1.85
Baggage masters (train),	day	2.75-3.58	2.75
Baggagemen,	day	1.07-2.41	1.87

¹ In this column is given the range of rates from the lowest to the highest.

² The predominant rate is not an average between the lowest and highest, but is the rate that occurs most frequently on the pay rolls.

X. TRANSPORTATION — *Continued.*A. RAILROADS — *Continued.*1. *Steam Railroad Employees* — *Continued.*

PRINCIPAL OCCUPATIONS.	Units	Range of Rates	Pre-dominant Rates
Baggagemen (passenger service),	{ month	¹ \$75.00	—
Batterymen,	{ day	¹ 2.75	—
Blacksmiths,	{ day	1.93–2.14	\$1.93
Blacksmiths' helpers,	{ hour	1.885–.385	—
Boilermakers,	{ day	2.03–2.35	2.89
Boilermakers' helpers,	{ hour	.195–.22	.21
Boiler washers,	{ day	2.51–3.80	3.48
Bolt makers,	{ hour	.275–.375	.34
Brakemen (freight),	{ day	1.71–2.94	1.93
Brakemen (freight, through, and irregular),	{ hour	.20–.265	.225
Brakemen (local or pick-up, and drop),	{ day	1.71–2.14	1.93
Brakemen (milk train service),	{ hour	.16–.26	—
Brakemen (passenger service),	{ month	¹ 70.00	—
Brakemen (yard),	{ day	¹ 2.53–3.40	2.55
Bridgemen,	{ day	¹ 2.72–3.60	3.40
Cabinet makers,	{ hour	2.15–3.25	—
Car washers,	{ hour	.26–.35	.28
Carpenters (foremen),	{ day	.175–.19	—
Carpenters,	{ hour	3.20	3.20
Carpenters (bridge),	{ day	2.14–3.21	2.90
Carpenters (freight),	{ hour	.245–.325	.26
Carpenters (motive power dept.),	{ day	2.70	2.70
Carpenters (passenger),	{ hour	.20–.29	—
Carpenters (road dept.),	{ day	.285–.33	—
Cleaners,	{ hour	2.57–2.89	—
Cleaners (car),	{ day	.22–.33	—
Cleaners (car) (women),	{ hour	1.75–3.50	—
Cleaners (stations),	{ day	1.00–2.25	—
Coal passers,	{ day	1.10–3.50	—
Coal trimmers,	{ hour	.17–.225	.17
Coalers,	{ day	.115–.135	.115
Color examiners (train service),	{ month	50.00–	—
Conductors (freight, through, and irregular),	{ day	2.75	3.63
Conductors (local or pick-up, and drop),	{ day	¹ 3.63	¹ 3.975
Conductors (milk train service),	{ day	¹ 3.975	¹ 4.20
Conductors (passenger service),	{ month	1.40	1.40
Conductors (yard service),	{ day	¹ 125.00	¹ 125.00
Conductors, assistant (passenger service),	{ day	¹ 4.20	¹ 4.20
Cooks,	{ day	¹ 2.96–3.90	¹ 3.70
Coppersmiths,	{ hour	¹ 3.35–.39	—
Coppersmiths' helpers,	{ month	¹ 100.00	¹ 100.00
Cranemen,	{ day	¹ 3.35	¹ 3.35
Cranemen (steam shovels),	{ day	1.25–2.75	—
Crossing tenders,	{ hour	2.67–3.32	2.80
Dispatchers (engine),	{ day	.225–.36	—
Dispatchers (train),	{ hour	1.71	1.71
Drawbridge tenders,	{ day	.215–.24	.215
	{ day	3.15	3.15
	{ day	1.20–2.00	1.40
	{ day	2.67–4.17	3.00
	{ hour	.25	.25
	{ week	29.00	29.00
	{ day	3.52–3.91	3.91
	{ week	11.15–18.55	14.85
	{ day	1.60–2.50	—

¹ Guaranteed minimum for regular service. Additional pay is allowed for the extra mileage and over-time in accordance with schedule of rates previously presented.

X. TRANSPORTATION — *Continued.*A. RAILROADS — *Continued.*1. Steam Railroad Employees — *Continued.*

PRINCIPAL OCCUPATIONS.	Units	Range of Rates	Pre-dominant Rates
Electricians,	day	\$2.14-2.94	-
Electricians (switch fitters),	day	2.50-2.75	-
Electricians (sub-switch fitters),	day	2.25	\$2.25
Engine hostlers,	day	1.87-2.03	2.03
Engine hostlers' helpers,	hour	.225-.27	.27
Engine house men,	day	1.60	1.60
Engine wipers (boss),	hour	.16-.19	.185
Engine wipers,	day	1.82	1.82
Engine wipers,	day	1.60-1.71	1.60
Engineers, locomotive (electric service),	hour	.14-.205	-
Engineers, locomotive (freight),	day	.3.35	3.35
Engineers, locomotive (freight, local),	day	4.65-4.85	4.65
Engineers, locomotive (freight, mixed, and work trains),	day	4.30-4.70	-
Engineers, locomotive (freight, through trains),	day	4.65	4.65
Engineers, locomotive (passenger),	day	4.30-4.70	-
Engineers, locomotive (switching service),	day	4.00-4.70	4.10
Engineers, stationary,	day	3.50-4.70	3.50
Engineers (steam derrick),	week	15.90-23.15	19.10
Engineers (wreck),	day	1.75-3.53	2.67
	hour	.185-.32	.185
	day	2.55-2.90	-
	hour	.21-	-
	day	2.70	-
Fire-cleaners,	day	1.60-1.93	1.87
Firemen (firing engines),	hour	.165-.205	.175
Firemen (hostlers),	day	1.60-1.93	-
Firemen, locomotive (freight),	day	2.25	2.25
Firemen, locomotive (freight, work, and mixed trains),	day	2.70-3.00	2.80
Firemen, locomotive (freight, through),	day	2.60-2.80	-
Firemen, locomotive (freight, local),	day	2.60-2.90	-
Firemen, locomotive (hostlers),	day	2.60-2.90	-
Firemen, locomotive (passengers),	day	2.15-2.35	-
Firemen, locomotive (switching service),	day	2.40-2.90	2.45
Firemen, locomotive (yard service),	day	2.35-2.90	-
Firemen (stationary),	day	2.00-2.40	2.00
	day	1.60-2.35	2.14
	hour	.21-.265	.21
Fire-tenders,	day	1.71-1.93	-
Flagmen,	hour	.19	.19
Flagmen (freight, local or pick-up, and drop service),	day	1.07-2.14	1.60
Flagmen (freight, through, and irregular),	day	2.80	2.80
Flagmen (milk train service),	day	2.525	2.525
Flue blowers,	day	2.85	2.85
	day	1.71-2.67	1.93
	hour	.14-.205	-
Foremen (general),	month	1.75-120.00	24.40
Foremen (section),	day	2.25-3.20	-
Foremen (shop),	day	3.21-3.32	-
Foremen (signal dept.),	day	3.00-3.75	3.28
Foremen, sub (signal dept.),	day	2.75	-
Foremen (track),	day	2.60-3.10	2.65
Foremen (yard),	day	2.73-3.74	-
Foremen, assistant (section),	day	1.85-2.10	-
Freight clerks,	day	1.03-3.05	1.90
Freight handlers,	day	1.00-2.14	1.85
Gardeners,	day	1.60-3.21	1.71
Gate-men,	day	1.60-2.75	-
Groundmen (signal dept.),	day	2.00	2.00
Headlight men,	day	1.60-1.71	1.71
Helpers (signal dept.),	hour	.175	.175
Helpers (special),	day	1.60-2.00	-
	day	2.35	2.35

¹ Guaranteed minimum for regular service. Additional pay is allowed for the extra mileage and overtime in accordance with schedule of rates previously presented.

² A week.

X. TRANSPORTATION — *Continued.*A. RAILROADS — *Continued.*1. Steam Railroad Employees — *Continued.*

PRINCIPAL OCCUPATIONS.	Units	Range of Rates	Pre-dominant Rates
Inspectors,	hour	\$0.19	\$0.19
Inspectors (air brake),	{ month	100.00-135.00	—
Inspectors (bridge),	day	2.25-3.21	3.00
Inspectors (car),	day	2.65-3.25	—
Inspectors (car),	day	2.14-3.00	2.35
Inspectors (engines),	hour	.21- .27	.24
Inspectors (engines),	day	2.03-3.53	2.57
Inspectors (freight),	hour	.23- .36	.275
Inspectors (freight),	day	2.35-2.46	2.35
Inspectors (passenger),	day	2.35-2.57	2.35
Inspectors (shop),	day	3.21-3.53	3.21
Inspectors (signals),	day	3.00	3.00
Janitors,	day	1.00-2.75	1.85
Laborers,	{ day	1.60-2.14	1.71
Laborers,	hour	.17- .175	.17
Lacquerers,	day	3.10	3.10
Lacquerers' helpers,	hour	.21- .29	—
Lampmen,	hour	.19- .20	—
Lampmen,	day	1.25-2.30	2.03
Linemen,	day	2.10-3.25	—
Machinists,	{ day	2.03-3.42	3.00
Machinists,	hour	.225- .385	.32
Machinists' helpers,	day	1.71-2.35	2.03
Machinists' helpers,	hour	.18- .255	.23
Masons (foremen),	day	3.75	3.75
Masons (day),	day	1.70-3.20	—
Mason helpers,	day	1.70-2.40	—
Mason laborers,	hour	.16- .185	.16
Matrons,	day	1.07-1.40	1.34
Messengers,	day	1.07-2.03	1.07
Millmen,	{ hour	.29- .310	.29
Millwrights,	day	2.57-3.21	2.94
Motormen,	day	2.25-3.30	2.67
Oil-room men,	{ day	1.82-2.03	1.82
Oil-room men,	hour	.145- .22	.17
Oilers,	hour	.19- .19	—
Oilers,	day	2.25	2.14
Operators,	week	7.50-17.75	15.00
Operators,	day	1.55-3.00	1.87
Painters (foremen),	day	2.90-3.20	—
Painters,	{ day	2.10-2.78	2.67
Painters,	hour	.19- .34	.265
Pattern makers,	day	3.21-3.42	3.21
Pattern makers,	hour	.275- .34	—
Pipers,	day	2.40- .34	2.78
Pipers,	hour	1.85-2.15	2.03
Pipers' helpers,	day	3.20-4.00	3.20
Plumbers (foremen),	day	1.80-3.45	2.70
Plumbers,	day	1.70-1.85	1.85
Plumbers' helpers,	day	1.00-2.14	1.60
Porters,	day	1.60-2.70	1.87
Pumpmen,	day	1.60-2.70	1.87
Repairers (car),	{ day	1.93-2.89	2.14
Repairers (car),	hour	.20- .29	.245
Repairmen (electrical and signal depts.),	day	2.50-3.50	—
Repairmen (electrical and signal depts.),	hour	.24- .325	.32
Rivet heaters,	day	1.07	1.07
Rivet heaters,	hour	.13	—
Roofers,	day	2.15-3.50	2.70
Roofers' helpers,	day	1.75-2.00	—

X. TRANSPORTATION — *Continued.*A. RAILROADS — *Continued.*1. Steam Railroad Employees — *Concluded.*

PRINCIPAL OCCUPATIONS.	Units	Range of Rates	Pre-dominant Rates
Sand house men,	{ day	\$1.71	\$1.71
	{ hour	.145-.175	-
Seamstresses,	hour	.14-.16	.14
Signalmen,	day	1.60-3.00	-
Sparkers,	day	1.87	1.87
Station agents,	{ week	9.00-38.45	15.00
	{ day	1.23-4.39	2.14
Steamfitters,	day	1.80-3.00	-
	hour	.24-.325	.30
Steamfitters' helpers,	day	1.60-1.80	-
	hour	.185-.26	.205
Steam shovel men,	day	2.75	2.75
Stone cutters,	day	1.90-2.75	-
Storekeepers,	day	1.30-3.53	2.14
Strippers,	hour	.16-.25	.175
Sweepers,	day	1.50-1.87	-
Switchmen,	day	1.60-2.80	2.14
Switchmen (yard),	{ hour	.34-.36	-
	{ day	2.72-3.60	2.72
Ticket collectors,	day	3.35	3.35
Tinsmiths,	{ day	1.85-3.74	2.78
	{ hour	.245-.355	.275
Tinsmiths' helpers,	day	1.60-1.85	1.71
	hour	.185-.245	.23
Toolmakers,	day	3.21-3.42	-
Towermen,	{ week	6.95-19.75	16.25
	{ day	1.87-3.00	2.57
Truck repairers,	hour	.23-.29	.24
Trainmen. <i>See</i> brakemen.			
Turntable men,	{ day	1.60-2.03	1.93
	{ hour	.14-.19	-
Upholsterers,	day	2.14-3.74	2.78
	hour	.22-.355	.26
Upholsterers' helpers,	day	1.93-2.03	1.93
	hour	.175-.21	.175
Waiters (dining cars),	day	1.00	-
Watchmen,	{ day	1.60-2.14	1.87
	{ hour	.125-.295	.17
Water boys,	day	1.00-1.25	-
Water tenders,	day	1.75-2.30	1.85
Wheelmen,	day	1.87-2.14	2.14
Wiremen,	day	2.00-3.00	2.94
Yard clerks,	day	1.90-3.00	2.50
Yardmasters,	day	2.50-4.55	3.74
Yardmasters (night),	day	3.74	3.74
Yardmasters, assistant,	day	2.67-3.74	3.74
Yardmasters, general,	day	2.30-4.55	3.74

¹ Guaranteed minimum for regular service. Additional pay is allowed for the extra mileage and overtime in accordance with schedule of rates previously presented.

.20	.20	.21	.22	.22	.23	.23	.24	.24	.25	.25	.25	1908
.20	.20	.21	.22	.22	.23	.23	.24	.24	.25	.25	.25	1908
.20	.20	.21	.22	.22	.23	.23	.24	.24	.25	.25	.25	1908
.20	.20	.21	.22	.22	.23	.23	.24	.24	.25	.25	.25	1908
.20	.20	.21	.22	.22	.23	.23	.24	.24	.25	.25	.25	1908
.20	.20	.21	.22	.22	.23	.23	.24	.24	.25	.25	.25	1903
.20	.20	.21	.22	.22	.23	.23	.24	.24	.25	.25	.25	1903
.20	.20	.21	.22	.22	.23	.23	.24	.24	.25	.25	.25	1907
.20	.20	.20	.21	.21	.22	.22	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	1907
.20	.20	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	1906
.20	.20	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	1908
.20	.20	.20	.20	.20	.20	.20	.20	.20	.20	.20	.20	1900
.20	.20	.20	.20	.20	.20	.20	.20	.20	.20	.20	.20	1899
.20	.20	.20	.20	.20	.20	.20	.20	.20	.20	.20	.20	1901
.20	.20	.20	.20	.20	.20	.20	.20	.20	.20	.20	.20	1907
.19	.19	.19	.19	.19	.19	.19	.19	.19	.19	.19	.19	1910
.18 $\frac{1}{2}$	.18 $\frac{1}{2}$	.18 $\frac{1}{2}$	.18 $\frac{1}{2}$	.18 $\frac{1}{2}$	.18 $\frac{1}{2}$	.18 $\frac{1}{2}$	.18 $\frac{1}{2}$	.18 $\frac{1}{2}$	.18 $\frac{1}{2}$	.18 $\frac{1}{2}$	.18 $\frac{1}{2}$	1910
.17 $\frac{1}{2}$	.17 $\frac{1}{2}$	.21	.22	.22	.23 $\frac{1}{2}$	.23 $\frac{1}{2}$	.23 $\frac{1}{2}$	.23 $\frac{1}{2}$	.23 $\frac{1}{2}$	.23 $\frac{1}{2}$	.23 $\frac{1}{2}$	1909
.17 $\frac{1}{2}$	.17 $\frac{1}{2}$	.20 $\frac{1}{2}$	.21	.21 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	1910

¹ After sixteen years' service 26 cents an hour.² Third six months 21 cents an hour; fourth six months 22 cents an hour.

X. TRANSPORTATION — *Continued.*A. RAILROADS — *Continued.*2. Street Railways — *Continued.**Street Railway Employees — Other than Motormen and Conductors.*

OCCUPATIONS.	RATES OF WAGES			WEEKLY HOURS OF LABOR	
	Units	Range of Rates	Pre-dominant Rates	Range of Hours	Pre-dominant Hours
Ash handlers,	{ week	\$12.60	\$12.60	—	—
	{ hour	.15	.15	—	—
Babbitmen,	{ hour	.175-.21	.21	54	54
Blacksmiths,	{ hour	.168-.32	.210	54-70	60
Blacksmiths' helpers,	{ hour	.175-.20	.175	54-70	60
Boiler cleaner,	{ week	13.30-14.00	14.00	—	—
Boiler room foremen,	{ week	21.00-24.00	21.00	—	—
Brass finishers,	{ hour	.24-.29	.26	—	—
Brass molders,	{ hour	.29-.32	.29	—	—
Building foremen,	{ week	26.00	26.00	—	—
	{ hour	.30-.375	.30	—	—
Building laborers,	{ day	1.50-2.00	2.00	—	—
	{ hour	.175-.20	.20	—	—
Cable splicers,	{ day	3.25-3.41	—	—	—
Cablemen,	{ day	2.25-2.50	2.25	—	—
	{ day	1.75	1.75	—	—
Car cleaners,	{ hour	.15-.236	.193	63-70	70
Car inspectors,	{ hour	.184-.25	.25	70	70
Car shifters,	{ hour	.18-.236	.20	70	70
Carpenters,	{ hour	.184-.292	.275	54-60	60
Clerks,	{ week	8.00-22.00	12.00	—	—
	{ week	12.60	12.60	—	—
Coal passers,	{ hour	.175	.175	—	—
Conveyormen,	{ week	14.00	14.00	—	—
Draftsmen,	{ week	11.00-25.00	21.00	—	—
Draw tenders,	{ hour	.225	.225	—	—
Electrical apprentices,	{ week	8.00-10.00	10.00	—	—
Electrical assistants,	{ week	12.00-23.00	16.00	—	—
	{ week	21.00-22.00	21.00	—	—
Electricians,	{ hour	.22	.22	—	—
	{ week	19.00-40.00	32.00	—	—
Engineers, chief,	{ day	3.50-4.00	4.00	—	—
	{ week	15.00-25.00	24.00	—	—
Engineers, assistant,	{ day	2.50-2.75	2.75	—	—
	{ week	12.60-18.00	16.00	—	—
Firemen,	{ day	1.50-2.25	2.25	—	—
	{ hour	.158-.25	.25	70	70
Foundry mechanics,	{ hour	.23-.27	.23	—	—
Gatemen,	{ week	14.00-15.00	14.00	—	—
Groundmen,	{ day	2.00	2.00	—	—
	{ hour	.20	.20	—	—
Hatchmen,	{ hour	.20	.20	—	—
Hoisters,	{ hour	.26-.27	.26	—	—
Hostlers,	{ day	1.50-1.75	1.50	—	—
	{ hour	.15-.20	.15	—	—
Insulators,	{ hour	.12-.15	.15	—	—
Interlocking men,	{ hour	.20-.30	.275	—	—
Janitors,	{ week	12.60	12.60	—	—
Lamp cleaners,	{ hour	.175-.21	.21	—	—
	{ week	13.00-19.25	17.67	54-70	54
Linemen,	{ day	2.00-3.00	2.65	—	—
	{ hour	.20-.275	.25	—	—
	{ week	13.50-14.00	13.50	63-70	63
Linemen, drivers,	{ day	2.00	2.00	—	—
	{ hour	.171-.20	.20	—	—
	{ week	17.00-21.00	21.00	54	54
Linemen, foremen,	{ day	3.15-4.20	3.41	—	—
	{ week	12.00-16.50	13.33	54-70	54
Linemen, helpers,	{ day	1.00-2.25	1.50	—	—
	{ week	10.00-16.67	16.67	54-60	54
Linemen, inspectors,	{ day	3.15-3.41	3.15	—	—
	{ week	11.67	11.67	54	54
Linemen, laborers,	{ day	1.75	1.75	—	—
Lumpers,	{ hour	.18	.18	—	—
Machine shop foremen,	{ week	18.00-30.00	22.00	—	—
Machinists,	{ day	2.25-2.85	2.50	—	—
	{ hour	.175-.289	.247	54-70	60

X. TRANSPORTATION—Continued.

A. RAILROADS—Concluded.

2. Street Railways—Concluded.

Street Railway Employees—Other than Motormen and Conductors—Concluded.

OCCUPATIONS.	RATES OF WAGES			WEEKLY HOURS OF LABOR	
	Units	Range of Rates	Pre-dominant Rates	Range of Hours	Pre-dominant Hours
Machinists' helpers,	hour	\$0.15-.20	\$0.15	—	—
Masons,	hour	.25-.42	.40	—	—
Masons' tenders,	{ week	12.60-14.00	12.60	—	—
	hour	.15-.30	.20	—	—
	year	1,000.00	1,000.00	—	—
	month	90.00	90.00	—	—
Mechanics, master,	{ week	20.00-30.00	23.00	—	—
	day	2.25-2.50	2.50	—	—
	hour	.25-.275	.275	—	—
	hour	.21-.29	.25	—	—
Mechanics, armature,	{ week	14.00-18.00	17.50	—	—
Mechanics, barn men, car house employees, etc.,	day	1.50-2.75	2.00	—	—
	hour	.175-.34	.25	—	—
Mechanics' helpers,	hour	.13-.221	.19	54-70	70
Mechanics, power station,	week	12.00-32.50	18.00	—	—
Mechanics, power station apprentices,	{ week	8.00	8.00	—	—
	hour	.11-.17	.11	—	—
Mechanics, power station helpers,	week	12.60-14.00	14.00	—	—
Motormen (other than road),	day	2.30-2.50	2.42	—	—
Oilers, engine room,	week	11.55-17.00	16.00	—	—
Painters, foremen,	day	3.00	3.00	—	—
Painters,	hour	.158-.29	.25	54-60	60
Pattern makers,	hour	.263-.38	.35	—	—
Pitman,	hour	.153-.273	.221	63-70	70
Plumbers,	hour	.34	.34	—	—
Pump men,	week	11.30-14.00	14.00	—	—
Roofers,	hour	.26	.26	—	—
Rotary men,	day	2.00-2.40	2.00	—	—
Signalmen,	hour	.225-.30	.26	—	—
Steamfitters,	hour	.21-.34	.221	60	60
Stock keepers,	week	12.00-21.00	14.00	—	—
Storekeepers,	week	16.00-19.25	18.00	—	—
Sub-station attendants and operators,	week	12.00-21.00	12.00	—	—
Sweepers,	hour	.158-.21	.158	70	70
Switchboard men,	week	14.00-19.00	17.00	—	—
Teamsters,	hour	.167-.233	.20	54-70	—
	{ week	20.00	20.00	—	—
Towermen,	day	1.75-2.00	2.00	—	—
	hour	.20	.20	—	—
	week	18.00	18.00	—	—
Track foremen,	{ day	2.50-3.28	3.25	—	—
	hour	.20-.30	.30	—	—
	week	9.00	9.00	—	—
Track laborers,	{ day	1.65-2.00	1.75	—	—
	hour	.15-.25	.175	—	—
	hour	.15-.185	.15	70	70
Track oilers and greasers,	day	1.50	1.50	—	—
	hour	.225	.225	—	—
Track walkers,	hour	.22-.26	.26	—	—
Trimmers,	{ week	12.60	12.60	—	—
	day	2.00	2.00	—	—
Trolley men,	hour	.25-.309	.25	54	54
Upholsterers,	{ week	14.00-16.00	14.00	—	—
	day	1.75-2.00	1.75	—	—
	hour	.142-.236	.184	63-70	70
Watchmen,	week	17.00-23.62	17.00	—	—
Winders,	hour	.20-.34	.25	54-60	60
Winders' helpers,	{ hour	.13-.236	.19	54-60	60
	day	2.25-3.15	2.50	—	—
Wiremen,	hour	.158-.31	.247	54-70	60

X. TRANSPORTATION—*Continued.*

B. TEAMING.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Ambulance Drivers.					
Boston,	\$10.50	1897	-	1 -	-
Bakery Wagon Drivers.					
Brockton,	15.00	-	12	70	-
Carriage and Cab Drivers.					
Boston,	14.00	1904	11	77	1904
Coal Handlers.					
Boston,	12.00	1907	9	54	1907
Lawrence,	13.50	1909	10	60	1909
Quincy,	12.50	1905	10	60	1905
Coal Teamsters.					
Brockton,	14.40	1908	8	48	1902
Haverhill,	13.50	1906	9	55	1906
Lawrence,	13.50	1909	10	60	-
Lynn,	12.00 14.00 15.00	1910	9	54	-
One-Horse.					
Boston,	12.00	1907	9	54	1907
Holyoke,	12.00	1909	10	60	-
Malden,	12.00	1909	10	59	1909
Quincy,	12.50	1905	10	60	1905
Springfield,	13.00	1910	10	60	-
Waltham,	12.00	1905	10	60	-
Worcester,	12.00	1905	10	60	1905
Two-Horse.					
Boston,	13.00	1907	9	54	1907
Holyoke,	13.00	1909	10	60	-
Malden,	13.00	1909	10	59	1909
Quincy,	13.50	1905	10	60	1905
Springfield,	14.00	1910	10	60	-
Worcester,	13.00	1905	10	60	1905
Three-Horse.					
Boston,	14.00	1907	9	54	1907
Quincy,	14.50	1905	10	60	1905
Worcester,	14.00	-	10	60	-
Helpers.					
Holyoke,	11.00	1909	10	60	-
Malden,	12.00	1909	10	59	1909
Springfield,	12.00	1910	10	60	-
Waltham,	12.00	1905	10	60	1907
Worcester,	11.00	-	10	60	-
Express Drivers.					
Brockton,	13.50 15.00	-	9	50	-
Lynn,	12.00 14.00	1909	10	59	1909
One-Horse.					
Boston,	13.00	1904	10	60	1905
Two-Horse.					
Boston,	15.00	1904	10	60	1905
Garagemen.					
Boston,	14.00	1910	11	66	-

¹ Work 33 hours in each stretch with 5 hours off each week.

X. TRANSPORTATION—*Continued.*B. TEAMING—*Continued.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Grain Handlers.					
Springfield, <i>One-Horse.</i>	\$14.00	1910	10	55	1910
Springfield, <i>Two-Horse.</i>	15.00	1910	10	55	1910
Grocery Wagon Drivers.					
Boston, <i>One-Horse.</i>	{ 9.00 10.00 }	—	—	{ 65 66 }	—
Boston, <i>Two-Horse.</i>	{ 11.00 13.00 }	—	—	{ 65 66 }	—
Harness Cleaners.					
Boston,	14.00	1907	11	66	1907
Hostlers.					
Boston,	12.00	1907	11	66	1907
Ice Teamsters.					
Lynn,	{ 13.00 16.00 }	1910	1—	—	—
Laundry Wagon Drivers.					
Boston,	12.00	—	11	66	—
Lumber Teamsters.					
Boston (tallymen),	15.00	1910	10	² 55	1910
Brockton,	{ 13.50 15.25 }	1907	9	50	—
Boston, <i>One-Horse.</i>	13.00	1910	10	² 55	1910
Boston, <i>Two-Horse.</i>	15.00	1910	10	² 55	1910
Market and Commission House Teamsters.					
Boston, <i>One-Horse.</i>	14.00	1907	11	66	—
Boston, <i>Two-Horse.</i>	15.00	1907	11	66	—
News Wagon Drivers.					
Boston (route drivers, daily),	19.00	1909	10	68	1907
Boston (mail and depot drivers, daily),	16.00	1910	10	70	1910
Boston (route drivers, 6 days),	15.00	1910	10	60	1910
Boston (mail and depot drivers, 6 days),	13.00	1910	10	60	1910
Boston (chauffeurs),	19.00	1910	10	68	1910
Boston (helpers),	16.00	1910	10	70	1910
Piano and Furniture Movers.					
Boston,	{ 15.00 16.00 }	1907	11	66	1907
Sand and Tip-Cart Drivers.					
Boston, <i>One-Horse.</i>	10.00	1907	12	72	1907
Boston, <i>Two-Horse.</i>	12.00	1907	12	72	1907

¹ No regular hours.² Six months 50 hours.

X. TRANSPORTATION — *Continued.*B. TEAMING — *Concluded.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Stablemen.					
Boston,	\$14.00	1907	12	84	1906
Boston,	14.00	1910	11	77	—
Teamsters.					
Boston,	15.00	1908	11	66	1908
Brockton,	13.50 } 15.00 }	—	10	60	1903
Framingham (yardmen),	11.00	1904	10	60	1904
Haverhill,	13.50	1908	9	54	1907
Holyoke,	7.50 } 12.00 }	—	10	60	—
Lowell (yardmen),	10.00	1907	10	60	1908
Natick,	10.50 } 16.00 }	1905	9	54	1905
Pittsfield,	12.00	—	9	54	—
One-Horse.					
Boston (light),	12.00	1907	10½	63	1907
Boston (heavy),	13.00	1907	10½	63	1907
Chelsea,	13.00	1907	12	72	1907
Framingham,	11.50	1904	10	60	1904
Gloucester,	10.00	1906	10	60	1908
Lowell,	12.50	1907	10	60	1908
Quincy,	11.00	1902	n.s.	n.s.	1902
Salem,	12.50	1910	10	59	1909
Two-Horse.					
Boston,	15.00	1907	10½	63	1907
Chelsea,	15.00	1907	12	72	1907
Framingham,	12.00	1904	10	60	1904
Gloucester,	12.00	1906	10	60	1908
Lowell,	14.00	1907	10	60	1908
Quincy,	12.00	1902	n.s.	n.s.	1902
Salem,	13.50	1910	10	59	1909
Three-Horse.					
Boston,	16.00	1907	10½	63	1907
Chelsea (spike),	16.00	1907	12	72	1907
Quincy,	13.00	1902	n.s.	n.s.	1902
Salem,	14.50	1910	10	59	1909
Four-Horse.					
Boston,	17.00	1907	10½	63	1907
Chelsea,	17.00	1907	12	72	1907
Quincy,	14.00	1902	n.s.	n.s.	1902
Salem,	15.50	1910	10	59	1909
Five-Horse.					
Quincy,	15.00	1902	n.s.	n.s.	1902
Helpers.					
Haverhill,	12.50	1906	9	55	1906

¹ 49½ hours for three months.

X. TRANSPORTATION — *Concluded.*

C. NAVIGATION.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		
	Hour	Month	Years in which Present Rates went into Effect
Coal Passers.			
Boston,	-	\$35.00	1908
Firemen.			
Boston,	-	{ 40.00- 45.00 }	1908
Oilers.			
Boston,	-	{ 45.00- 50.00 }	1908
Sailors.			
Boston,	-	30.00	1906
Transatlantic Steamship Clerks.			
Boston, . . . . .	.25	-	1908
Water Tenders.			
Boston,	-	{ 45.00- 50.00 }	1908

D. FREIGHT HANDLING.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR		
	Full Day	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Checkers.						
Salem,	\$2.00	\$12.00	1905	10	60	1905
Freight and Baggage-men.						
North Adams,	1.70	10.20	-	10	60	-
Freight Clerks.						
Boston,	2.50	15.00	1910	10	60	-
Salem,	1.85	11.10	1905	10	60	1905
Freight Handlers.						
Boston,	{ 1.75 2.00 }	{ 10.50 12.00 }	{ 1909 1910 }	10	{ 59 60 }	{ - 1908 }
Boston,	2.14	12.84	1910	10	60	1908
Mansfield,	1.70	10.20	1910	10	60	1910
Hookers.						
Worcester,	1.80	10.80	-	10	60	1909
Longshoremen.						
Boston,	2-	-	-	-	-	1909
Haverhill,	3-	-	-	-	-	1906
Stevedores and Sealers.						
Worcester,	1.80	10.80	-	10	60	1909
Truckers.						
Salem,	1.70	10.20	1905	10	60	1905
Worcester,	1.65	9.90	-	10	60	1909

1 Usually work Sundays and holidays at same rate.

2 30 cents an hour.

3 50 cents an hour.

XI. WOODEN MANUFACTURES.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Saw-Mill and Planing Mill Products.							
<i>Bench Hands.</i>							
Springfield,	day	\$2.75	\$16.50	1909	9	¹ 54	1909
<i>Carpenters (Millmen).</i>							
Boston:							
First class,	hour	.45	21.60	1910	8 ² / ₃	48	1906
Second class,	hour	.43	20.64	1910	8 ² / ₃	48	1906
Third class,	hour	.42	20.16	1910	8 ² / ₃	48	1906
Fourth class,	hour	.40	19.20	1910	8 ² / ₃	48	1906
Chicopee,	hour	.37 ¹ / ₂	16.50	1909	8	44	1909
<i>Carpenters (Shop).</i>							
Boston,	day	3.36	20.16	1909	-	44	1909
Worcester,	hour	.30	16.20	-	9	54	-
<i>Carpenters (Woodworkers).</i>							
Lawrence,	day	{ 2.00 2.80 }	{ 12.00 16.80 }	-	10	55	1906
<i>Cigar Box Makers.</i>							
Boston:							
Nailers,	week	13.00	13.00	1907	9	50	1909
Printers,	week	14.00	14.00	1907	9	50	1909
Sawyers,	week	14.00	14.00	1907	9	50	1909
<i>Machine Men.</i>							
Springfield,	day	3.00	18.00	1909	9	¹ 54	1909
<i>Millwrights.</i>							
Springfield,	day	{ 2.50 3.50 }	{ 15.00 21.00 }	1909	9	¹ 54	1909
<i>Sawyers and Planers.</i>							
Springfield,	day	2.75	16.50	1909	9	¹ 54	1909
<i>Shop Hands and Millwrights.</i>							
Holyoke,	day	3.00	18.00	1904	9	54	1904
Cooperage.							
<i>Coopers.</i>							
Boston,	week	18.00	18.00	1906	{ 9 10 }	{ 54 60 }	{ 1906
Townsend,	day	2.00	12.00	1908	9	54	1908
Worcester,	day	3.50	21.00	1906	8	48	1906
<i>Coopers (Machine).</i>							
Boston,	week	15.00	15.00	1906	-	{ 54 60 }	{ 1906
Wood Turning and Carving.							
<i>Blacksmiths and Millwrights.</i>							
Worcester,	day	{ 3.00 4.00 }	{ 18.00 24.00 }	-	10	60	-
<i>Cabinet Makers.</i>							
Boston,	hour	{ .42 .45 }	{ 19.74 21.60 }	1910	8 ¹ / ₂	{ 47 48 }	{ 1906
<i>Cabinet Makers and Millmen.</i>							
Salem,	hour	.40	20.00	1910	9	50	-
<i>Carriage Workers.</i>							
Brockton,	week	15.00	15.00	1907	-	72	1905

¹ Saturday half-holiday during June, July, and August.

XI. WOODEN MANUFACTURES — *Concluded.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Wood Turning and Carving. — Con.							
<i>Pattern Makers.</i>							
Boston,	hour	{ \$0.39 .45	{ \$19.50 24.30	{ 1906	9	{ 50 54	{ 1906
Lowell,	hour	{ .27½ .36½	{ 15.13 21.17	{ —	{ 10 10½	{ 55 58	{ —
Pittsfield,	hour	{ .35 .41	{ 19.25 22.55	{ 1908	—	55	—
Worcester,	day	{ 3.50 4.00	{ 21.00 24.00	{ —	10	60	—
<i>Piano and Organ Workers.</i>							
Boston,	day	3.00	18.00	—	9	¹ 54	1905
<i>Upholsterers.</i>							
Boston,	week	{ 19.50 25.00	{ 19.50 25.00	{ 1907	9	50	1906
<i>Wood Carvers.</i>							
Boston,	week	17.00	17.00	1903	8	44	1903

¹ Saturday half-holiday during June, July, and August.

XII. MISCELLANEOUS.

A. AGRICULTURE.

OCCUPATIONS.	RATES OF WAGES		OCCUPATIONS.	RATES OF WAGES	
	Units	Rates		Units	Rates
Dairy Farms.			Market Gardens — Con.		
Herdsmen,	1 month	1 \$70.00	Laborers,	month	\$48.00
Hostlers,	1 month	30.00			46.00
Milk-wagon drivers,	1 month	35.00			45.00
Teamsters,	1 month	30.00			43.00
General farm hands and milkers,	1 month	25.00			2 40.00
Harvest laborers,	day	1.75	Laborers,	week	38.00
		2.00			36.00
		2.25			11.00
Market Gardens.			Laborers,	day	10.00
Blacksmiths,	week	15.00			9.50
Firemen,	week	11.50			9.00
Firemen (day),	month	45.00	Laborers (boys),	week	8.50
Firemen (night),	month	52.00			7.00
Foreman,	month	150.00	Laborers (greenhouse),	month	6.00
		125.00			5.00
		85.00			4.50
		75.00	Laborers (women), ³	day	48.00
		58.00			1.40
Foreman (greenhouse),	month	50.00	Steamfitters,	week	1.10
		20.00			18.00
		Gardeners (greenhouse),	week	15.00	Teamsters, . . . . .	month	15.00
14.00	54.00				
12.00	53.00				
Hostlers,	2 month	2 40.00	Teamsters,	week	52.00
					50.00
			Teamsters,	day	48.00
					15.00
					13.00
					2.00

¹ Includes board.² Includes house rent.³ Employed in Summer only.

B. BARBERING.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Barbers.					
Adams,	\$12.00	1900	11	70	1906
Athol,	12.00	—	12	69	1910
Boston,	1 12.00	1905	11½	65	1910
Brockton,	13.00	1903	12	68	1903
Chicopee,	13.00	1906	10	60	1906
Fall River,	12.00	1904	10½	66½	1910
Fitchburg,	12.00	1901	{ 9	64	1901
Framingham,	13.00	1907	10		
Gardner,	14.00	1909	11¼	65	1907
Gloucester,	13.00	1902	10½	65	1910
Greenfield,	12.00	1901	12	55	1902
Haverhill,	12.00	1902	—	63	1907
Holyoke,	{ 12.00	—	10¾	61¾	1906
	15.00				
Lawrence,	12.00	1905	—	65¾	1910
Leominster,	12.00	about 1899	10	60	1905
Lowell,	12.00	1907	11½	65½	1906
Lynn,	13.00	1902	12	74	—
			11	63	—

¹ Minimum.

XII. MISCELLANEOUS — *Continued.*B. BARBERING — *Concluded.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Barbers — Con.					
Milford,	\$13.00	1906	12	67	about 1900
New Bedford,	12.00	1903	12	74	1909
North Adams,	{ 12.00 15.00 }	1907	—	56	—
Northampton,	12.00	1899	12	67	1908
Quincy,	12.00	1902	12	67	1902
Rockland,	13.00	1909	10½	58	1908
Salem,	12.00	1902	11	67½	1909
Springfield,	13.00	1910	11	60½ ¹²	1908
Taunton,	14.00	1907	11½	65	1905
Webster,	14.00	1903	12	74	1903
Westfield,	14.00	1907	11	59	1907

C. GLASS AND GLASSWARE.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Glass Workers.					
New Bedford:					
Foot blowers,	\$20.00	1900	9	45	1900
Gaffers,	32.50	1900	9	45	1900
Gatherers,	16.75	1900	9	45	1900
Pressers,	25.00	1900	9	45	1900
Servitors,	25.00	1900	9	45	1900

D. PAPER AND PAPER GOODS.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR		
	Full Day	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Paper Makers.						
Fitchburg:						
First men on machines,	\$3.00	\$18.00	1904	8	48	1904
Second men on machines,	1.90	11.40	1904	8	48	1904
Third men on machines,	1.75	10.50	1904	8	48	1904
Finishers, men,	2.25	13.50	1904	9	54	1904
Finishers, women,	1.10	6.60	1904	9	54	1904
Hardwick:						
Back tenders,	1.75	10.50	1905	8	48	1905
Beater engineers,	2.20	13.20	1905	8	48	1905
Cutter men,	1.75	10.50	1905	9	54	1905
Finishers,	2.00	12.00	1905	9	54	1905
Machine tenders,	3.00	18.00	1905	8	48	1905
Holyoke,	{ 1.75- 2.50 }	{ 10.50- 15.00 }	—	—	56	—

XII. MISCELLANEOUS — *Continued.*D. PAPER AND PAPER GOODS — *Concluded.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES			HOURS OF LABOR		
	Full Day	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Paper Makers — Con.						
Lawrence:						
Beater engineers,	\$2.00	\$12.00	-	-	66	-
Finishers (men),	2.50	15 00	-	-	66	-
Finishers (women),	1.75	10.50	-	-	66	-
Helpers,	1.00	6.00	-	-	66	-
Machine helpers (first),	1.25	7.50	-	-	66	-
Machine helpers (second),	1.50	9.00	-	-	66	-
Machine tenders,	1.75	10.50	-	-	66	-
Super calender men,	2.00	12.00	-	-	66	-
Northampton:						
Acid makers,	2.10	12.60	1908	8	48	1908
Acid makers' helpers,	1.60	9.60	1908	8	48	1908
Barkers,	1.50	9.00	1908	8	48	1908
Blow-pit men,	1.75	10.50	1908	8	48	1908
Chipper men,	1.50	9.00	1908	8	48	1908
Coal handlers,	1.50	9.00	1908	8	48	1908
Cooks, head,	2.60	15.60	1908	8	48	1908
Cooks' helpers,	1.60	9.60	1908	8	48	1908
Engineers,	2.50	15.00	1908	8	48	1908
Firemen,	1.90	11.40	1908	8	48	1908
Floormen,	1.50	9.00	1908	8	48	1908
Lime mixers,	1.60	9.60	1908	8	48	1908
Pressmen, head,	2.10	12.60	1908	8	48	1908
Pressmen,	1.75	10.50	1908	8	48	1908
Repair men,	2.00	12.00	1908	8	48	1908
Screen men,	3.00	18.00	1908	8	48	1908
Splitter men,	1.00	6.00	1908	8	48	1908
Sulphur burners,	1.90	11.40	1908	8	48	1908
Tower men,	1.50	9.00	1908	8	48	1908
Weighers,	1.75	10.50	1908	8	48	1908
Wood loaders,	1.50	9.00	1908	8	48	1908
Wood room foremen,	1.80	10.80	1908	8	48	1908
Wood room men,	1.60	9.60	1908	8	48	1908
Yard help,	2.25	13.50	1908	9	54	1908
	1.50	9.00	1908	9	54	1908
	1.75	10.50	1908	9	54	1908

E. STATIONARY ENGINEMEN.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Coal Hoisting Engineers.					
Salem,	\$19.00	1910	9	54	1910
Coal Passers.					
Boston,	16.50	1908	8	48	1908
Fitchburg,	10.50	1907	8	48	1901
Oilers.					
Boston,	19.50	1908	8	48	1908
Taunton,	8.00	1908	11	60	-

XII. MISCELLANEOUS — *Continued.*E. STATIONARY ENGINEMEN — *Concluded.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES		HOURS OF LABOR		
	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Stationary Engineers.					
Boston,	\$18.00	—	—	{ 48 60 72 }	—
Brockton,	18.00	1906	8	48	1906
Fitchburg,	15.75	1906	8	56	1902
Lowell:					
First class,	21.50	1909	10½	56	1909
Second class,	18.50	1909	10½	56	1909
Third class,	16.50	1909	10½	56	1909
Fourth class,	16.00	1909	10½	54	1909
Milford,	18.00	1906	8	48	1906
Newburyport,	18.00	—	n.s.	60	—
North Adams,	16.80	1910	12	84	—
Quincy,	16.00	1905	8	48	1899
Salem:					
First class,	22.00	1910	10	60	1910
Second class,	20.00	1910	10	60	1910
Third class,	16.50	1910	10	60	1910
Taunton:					
Chief,	24.00	1908	11	60	—
First assistants,	18.00	1908	11	60	—
Second assistants,	15.00	1908	11	60	—
Worcester:					
Chief,	30.00	1910	8	56	1902
Assistants,	21.00	1903	8	56	1903
Stationary Firemen.					
Boston,	19.50	1908	8	48	1908
Brockton,	15.00	1905	8	56	1905
Fall River (day),	{ 10.00— 15.00 }	—	12	87	—
Fall River (night),	{ 9.00— 12.00 }	—	12	87	—
Fitchburg,	14.00	1907	8	56	1901
Holyoke,	15.75	1903	8	56	1901
Lawrence (1st class),	16.80	1907	12	84	1907
Lawrence (2nd class),	14.00	1907	12	84	1907
Lee,	{ 13.50 15.75 }	1910	8	{ 48 56 }	{ 1904 1902 }
Lowell,	{ 15.68 19.80 }	{ 1907 1908 }	8 11	{ 56 66 }	{ 1900 — }
Montague,	15.75	1904	8	56	1900
New Bedford,	12.00	1903	12	84	—
North Adams,	16.80	1910	12	84	1910
Northampton,	10.80	1908	8	48	1908
Pittsfield,	{ 14.40 16.80 }	1909	8	{ 48 56 }	1909
Salem,	14.40	1910	8	48	1908
Springfield,	10.80	1910	{ 8 10 }	{ 48 60 }	1910
Taunton,	11.66	1908	—	63	—
Worcester:					
Boilers,	{ 17.00 20.00 }	1910	8	{ 48 56 }	1900
Breweries,	17.50	1909	8	56	1909
Electric light stations,	17.00	1909	8	56	1909
Power stations,	15.00	1909	8	56	1909
Theatres,	14.00	1909	8	48	1909
Helpers.					
Lee,	10.50	1910	9	54	1904
Northampton,	9.00	1908	8	48	1908
Salem,	12.00	1910	8	48	1908

XII. MISCELLANEOUS — *Continued.*

F. THEATRES AND MUSIC.

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Billers.							
Boston,	day	\$2.00	\$12.00	—	8	48	—
Springfield,	day	2.50	15.00	1907	9	54	1903
Bill Posters.							
Boston (foremen),	week	16.00	16.00	1909	8	48	—
Boston,	week	14.00	14.00	1909	8	48	—
Springfield,	day	2.25	13.50	1907	9	54	1903
Moving Picture Operators.							
Holyoke,	week	{ 18.00	18.00	—	—	—	—
		{ 20.00	20.00	—	—	—	—
Springfield (first),	week	{ 20.00	20.00	1910	6	36	1910
Springfield (second),	week	{ 18.00	18.00	1910	6	36	1910
Springfield,	week	{ 20.00	20.00	1910	7	42	1910
Worcester,	week	{ 20.00	20.00	1909	6	36	1909
Musicians.							
Boston,	hour	.75	—	1909	n.s.	n.s.	—
Boston,	week	21.00	21.00	1908	—	30	1908
Gloucester (picture house),	week	21.00	21.00	1906	7	42	—
Gloucester (theatres),	week	12.00	12.00	1906	7	42	—
Haverhill,	week	21.00	21.00	—	5½	38½	—
New Bedford (leaders),	week	{ 18.00	18.00	—	—	—	—
		{ 21.00	21.00	—	—	—	—
		{ 16.00	16.00	—	—	—	—
New Bedford,	week	{ 15.00	18.00	—	—	—	—
		{ 21.00	21.00	—	—	—	—
Northampton,	{ hour	{ 1.00	24.00	—	—	—	—
	{ day	{ 4.00	—	—	—	—	—
Westfield,	day	3.00	18.00	1906	4	24	1906
Westfield (picture house),	week	15.00	15.00	1906	8	48	1906
Prompters.							
Springfield,	hour	1.00	—	1910	—	—	—
Stage Mechanics.							
<i>Carpenters.</i>							
Fall River,	week	18.00	18.00	1905	—	—	—
Lawrence,	week	20.00	20.00	1909	12	72	1909
Lowell,	week	18.00	18.00	1904	—	{ 45 60 }	—
Lynn,	week	{ 19.00	19.00	1909	n.s.	n.s.	1909
		{ 25.00	25.00	—	—	—	—
Springfield,	week	20.00	20.00	1907	n.s.	n.s.	—
Worcester,	week	22.00	22.00	1909	8	48	1909
<i>Electricians.</i>							
Lawrence,	day	2.50	15.00	1909	12	72	1909
Springfield,	week	15.00	15.00	1907	—	—	—
Worcester,	week	16.00	16.00	1909	8	48	1909
<i>Flymen.</i>							
Lawrence (head),	{ performance	{ 1.25	—	1909	8	48	1909
Springfield,	week	15.00	15.00	1907	—	—	—
<i>Flymen and Grips.</i>							
Lawrence,	{ performance	{ 1.00	—	1909	8	48	1909
Lowell,	{ performance	{ 1.00	—	1904	—	{ 45 60 }	—
<i>Grips.</i>							
Fall River,	week	13.50	13.50	1905	—	—	—
Springfield,	week	13.50	13.50	1907	—	—	—

XII. MISCELLANEOUS — *Concluded.*F. THEATRES AND MUSIC — *Concluded.*

OCCUPATIONS AND LOCALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Units	Rates	Full Week	Years in which Present Rates went into Effect	Full Day	Full Week	Years in which Present Hours went into Effect
Stage Mechanics — Con.							
<i>Property Men.</i>							
Brockton,	week	\$9.00	\$9.00	—	n.s.	n.s.	—
Fall River,	week	15.00	15.00	1905	—	—	—
Lawrence,	week	14.00	14.00	1909	12	72	1909
Lowell,	week	12.00	12.00	1904	—	{ 45 60 }	—
Springfield,	week	15.00	15.00	1907	—	—	—
Worcester,	week	16.00	16.00	1909	8	48	1909
<i>Stage Employees.</i>							
Fitchburg,	week	{ 12.00 15.00 18.00 }	{ 12.00 15.00 18.00 }	—	n.s.	n.s.	—
Holyoke,	{ performance	{ 1.25	—	—	—	—	—
Lynn,	day	1.50	9.00	1910	8	50	1910
Lynn,	week	{ 17.00 25.00 }	{ 17.00 25.00 }	1909	n.s.	n.s.	1909
New Bedford,	week	16.20	16.20	1909	8	48	1909
North Adams,	week	15.00	15.00	1910	—	—	—
Worcester,	week	16.00	16.00	1909	8	48	—
Worcester,	{ performance	{ 1.50	—	1909	8	48	1909

¹ Overtime 35 cents an hour.

SPECIMEN FORMS OF INQUIRY TO LABOR ORGANIZATIONS RELATING TO PREVAILING TIME-RATES OF WAGES AND HOURS OF LABOR.

1. CIRCULAR LETTER OF INQUIRY.



CHARLES F. GETTEMY
DIRECTOR

The Commonwealth of Massachusetts

Bureau of Statistics

LABOR DIVISION

State House

Boston, September 30, 1910.

DEAR SIR:

This Bureau is preparing a report on the Prevailing Rates of Wages and Hours of Labor in the various trades in Massachusetts, in effect October 1, 1910.

May I therefore ask that you kindly answer the inquiries on the attached form and return same to this Bureau in the enclosed envelope at your earliest convenience in order that we may issue the report immediately.

A copy of this report will be sent addressed to the secretary or other official of each organization furnishing the information desired.

Respectfully yours,

CHARLES F. GETTEMY,
Director.

2. SCHEDULE SENT WITH CIRCULAR LETTER.

WAGES AND HOURS OF LABOR

NOTICE.—The Bureau is desirous that each question be answered carefully in order that further correspondence may be rendered unnecessary. Where the proper answer is "NONE" this word should be written in so that we may know that the question has been considered by you. Remarks with reference to any question may be written on the reverse side of this slip.

1. City or town where your organization is located?
2. Name and local number of your organization?
3. Kindly give the union rates of wages for each branch of trade or occupation pursued by members of your organization; also state the rates of wages which were in effect September 30, 1909. If working by the piece, kindly enclose union schedule of piece-rates.

TRADE OR OCCUPATION.	Scale of Wages in Effect —			Hours of Labor a Week —		Number of Members Affected by the Change, if any —	
	September 30, 1910.	September 30, 1909.	Per hour, day, or week.	September 30, 1910.	September 30, 1909.	Males	Females.

4. When did the present rate of wages go into effect?
5. When did your present schedule of hours of labor go into effect?
6. Was the above change, if any, granted after strike or without strike?
7. Underline the method by which the change was arranged. At request of employees; by mutual agreement between union and employer; by arbitration; voluntary change unsolicited by employees.
8. What are the regular hours of labor on each day except Saturday and Sunday?
On Saturday? On Sunday?

AGREEMENTS

9. If your union has adopted a new trade agreement since September 30, 1909, will you kindly enclose a copy?

Date _____ (Signature of Secretary or other union official supplying the above information.)

(Official position.)

(Address.)

PART II.

STRIKES AND LOCKOUTS.

STRIKES AND LOCKOUTS.

INTRODUCTION.

DEFINITIONS AND EXPLANATION OF TERMS, SCOPE AND METHOD OF THE REPORT, AND ANALYSIS.

This Bureau has corresponded with every labor organization and every establishment in the Commonwealth affected by labor disputes of whatever magnitude in an effort to make this report on the strikes and lockouts occurring in Massachusetts during the year 1910 (the eleventh annual presentation of the subject) as complete and thoroughly comprehensive as possible. Approximately 300 schedules, on which appeared inquiries relating to the subject,¹ were returned to the Bureau through correspondence and 630 by means of personal visits made by special agents. We feel confident, therefore, that no strike or lockout worthy of record has escaped notice and inclusion in this report.

It is essential to the proper understanding and interpretation of statistical reports that they should not be issued without a clear statement, *bound with them*, of what they mean, how they were obtained, what are their limitations, and what cautions are necessary in using them. In this report considerable space has therefore been devoted to explanations of the method followed in gathering the data, comprehensive definitions of the terms used in tabulating and presenting the same, and an attempt to point out by text analysis some of the more significant facts set forth in the tables.

The statistical tables dealing with details are given on pages 119 to 173. The introductory pages are devoted to:

¹ Specimen forms of inquiry are shown on pages 181 to 186.

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I.

DEFINITIONS AND EXPLANATION OF TERMS.

1. STRIKES AND LOCKOUTS.

In discussions on the subject of labor disputes distinctions are often made between strikes and lockouts. Such distinctions are often very difficult to draw in practice, the relatively slight difference being shown in the following definitions: A *strike* is a concerted withdrawal from work by a part or all of the employees of an establishment, or several establishments, to enforce a demand on the part of the employees; a *lockout* is a refusal on the part of the employer, or several employers, to permit a part or all of the employees to work, such refusal being made to enforce a demand on the part of the employers.

The distinction between strikes and lockouts is, however, not wholly indicated by these definitions, because it is not true that every strike involves a demand initiated on the part of the employees. The statistics of strikes show that a very common cause of refusal to work is unwillingness to accept new terms proposed by the employers. On the other hand, a lockout may perhaps be clearly defined by the above definition, although it may readily happen that a lockout may owe its inception to a demand on the part of the employees.

A *sympathetic strike* is one in which the employees of an establishment, or of several establishments, make no demand for their own benefit but go out in order to assist the employees of some *other* establishment in enforcing their demand.

Strikes lasting less than one day have not been taken into account in compiling the statistics, although the principal facts that could be obtained relating to such strikes in which there was an actual well-defined cessation of work are presented separately on pages 112 and 113.

2. ATTACK AND DEFENSE STRIKES.

In view of the similarity between strikes and lockouts this Bureau has followed the plan adopted in the 1908 report of grouping these two classes of disputes together and devoting some considera-

tion to another classification, *i.e.*, by grouping together on the one hand all cessations of employment which result from a movement begun in the first instance by the employees, — denominated *attack strikes*, — and by including on the other hand all cessations of employment resulting from the initiative taken by the employer in making some change in the conditions of employment, which have been called *defense strikes*.¹

For these reasons the term “strike,” as used in this report, refers to both strikes and lockouts; the term “strikers” refers to both strikers and locked-out employees; and the results of all disputes are presented from the standpoint of the employee. An exception to this combination of statistics of strikes and lockouts is made in the consideration of the question as to whether or not the disputes were ordered by labor organizations, since it is obvious that lockouts could not be tabulated under either of these headings.

3. THE UNITS OF STATISTICS OF CAUSES, RESULTS, AND MAGNITUDE.

The statistics as to the causes and results of strikes are based not upon the individual strike as the unit, but upon the establishment and the number of strikers.

Strikes are of all degrees of magnitude. One establishment only is affected in some cases; in others the strike may extend throughout a city, a State, or an entire section of the country, involving hundreds or even thousands of separate plants or enterprises. It is therefore apparent that statistics as to the causes and results of strikes, which take the strike as the only unit, might be very misleading. Thus a strike won by employees in 100 or 1,000 establishments would count no more in a table of statistics recording the results of strikes than would an unsuccessful strike in which a few employees in a single establishment were concerned.

On the other hand there are very great differences in the size of establishments and the number of persons employed, and, using as a basis the establishment, a successful strike in an establishment employing 1,000 persons would count for no more in the summaries of results than an unsuccessful strike in an establishment employing 10 persons. A more satisfactory basis of comparison as to the

¹ A more extended discussion of the subject of strikes *v.* lockouts was given in the Thirty-ninth Annual Report on the Statistics of Labor, 1908, pages 5 and 6.

results of strikes would therefore appear to be the number of strikers. It is surely of greater social importance to know that 40 per cent or 50 per cent of the strikers have won or lost their cause than it is to know that in 40 or 50 per cent of the establishments, of various sizes concerned, the workingmen have been successful or unsuccessful. And yet this measure is also faulty, in that it takes no account of time. A strike of 1,000 employees would seem more important than that of 100, but if the former lasted only one day and the latter 100 days the former would count for much less in its effect upon business. The number of working days lost, — computed by multiplying the number of strikers by the duration of the strike, the number of employees thrown out of work by the number of days they were obliged to be out of work, and adding the products, — which takes into account the element of time and the number of other employees thrown out of work as a result of the strike, as well as the number of strikers, is perhaps the best index for statistical comparison of the magnitude of labor disputes. In disputes where the places of the strikers are filled this figure must necessarily be computed from the employer's point of view, as it would be impracticable to attempt to determine how long it took each striker to obtain employment if his former position was filled by another. It must also be borne in mind by the reader that the result of the calculation can be at best only approximate, because of the difficulty in accurately computing the working time lost in disputes in which the places of the strikers are gradually filled by others. The term "working days lost" does not accurately convey the meaning intended, partly because many employees secure work in other establishments during the pendency of a dispute in which they have been primarily involved and partly because after a dispute is closed establishments may work overtime, or more regularly, so that much or even all lost time may be made up.

4. OTHER DEFINITIONS.

(a) An *establishment* is the place or places of work operated by a person, firm, or corporation in a locality. The plants of different employers in the same locality, or of the same employer in different localities, are considered separate establishments. In the building

trades each separate job or building under construction is considered an establishment whether there is one employer or several. An exception to this latter rule is made in the case of general strikes in the building trades, where each employer in one city or town is considered a separate establishment irrespective of the number of buildings upon which his employees may be at work.

(b) A *general strike* is a strike involving two or more establishments and entered into by the concerted action of employees of several establishments. General strikes involving more than one city or town have been tabulated, in so far as the number of strikes is concerned, under the locality most affected and cross references made to the other localities involved. The data relating to establishments, strikers, other employees thrown out of work, etc., have been tabulated under the city or town in which the establishments struck were located. Statistics of general strikes extending outside of Massachusetts include only figures for those establishments which are located within the Commonwealth.

(c) *Strikers*. — The number of strikers includes only those who actually joined in the demand and followed the demand by a cessation of work, and in the case of lockouts the term is used to include the number of employees whom the employer refused to allow to work unless they complied with his demand. It should be remembered that the same persons may strike two or more times in a single year in which case they would be duplicated in the statistics of the number of strikers. The same is true of the figures for persons thrown out of work.

(d) *Employees Thrown out of Work*. — As the result of the dependence of one occupation upon another the cessation of work by strikers in many cases renders it impossible for other employees in the same establishments, who perhaps have no grievance or desire to strike, to continue work. The term "*employees thrown out of work*," as used in this report, refers only to those workers who were involuntarily deprived of employment as a result of the strike action of others and were not on strike themselves. In the case of lockouts the term "*employees thrown out of work*" refers only to those employees who were unable to continue work as a result of the employer locking out certain employees upon whose work they were dependent for employment. It is sometimes difficult to distinguish in the case

of lockouts as to whether or not some of those employees involuntarily out of work were really locked out by the employer. This Bureau in its investigations has, however, made an effort to determine whether or not the occupations of the employees who were involuntarily thrown out of work were directly dependent upon those of the strikers.

(e) *Strikes Ordered by Labor Organizations.* — The number of strikes ordered by labor organizations includes all strikes ordered by direct vote of the members and also all ordered by a business agent or committee of such labor organization acting under powers conferred by that organization. The strikes that are tabulated as not having been ordered by labor organizations are not necessarily strikes begun and carried on by non-union employees. They include not only this class of strikes, but also strikes carried on by members of trade unions acting without the authority of their organizations.

Among most groups of wholly unorganized workingmen strikes are less prevalent than among organized employees. As a matter of fact, a large proportion of unorganized workingmen are engaged in unskilled labor, where the supply is frequently so great that a strike would be sure to meet defeat. The nature of the employment of unskilled labor, which is often temporary, also tends to make strikes among this class less frequent. Strikes are more likely to occur in industries or under conditions where there is a reasonable chance of success than where there is little chance of success, and the prospect of success is greatest where workmen are most necessary to their employers, and best paid. It is generally among such workingmen, who are in a relatively strong position in regard to their relations with employers, that organization most flourishes.

It obviously follows that strikes will usually be most prevalent in organized trades. Moreover, a strike means collective action, which can only grow out of consensus of opinion and a sense of unified interest. It is precisely such a state of feeling which is fostered by labor organizations, and which, in their absence, is less likely to develop. It would be important to ascertain, if possible, whether strong labor organizations, embracing a large proportion of the members of the trade furnished with benefit systems and led by powerful officers, are more disposed toward strikes than weak organizations.

Concerning most of the occupations covered by statistics of strikes it is impossible to determine whether the workingmen are strongly organized or not. While a general idea of the proportion of the total number of persons employed in the respective industries who belong to labor organizations may be obtained by a comparison of the statistics of membership obtained from the trade unions of the State with the census of occupations, such figures do not always indicate the ability of the unions to cope with employers. The form of organization, the intelligence and spirit of officers and members, and many other factors enter into the making of the strength or weakness of a labor organization. In some cases an industry comprises widely different grades of employees; it may contain some very highly skilled men, strongly organized, and also many unskilled and unorganized men. There are, however, a few industries in which it is well known that the trade unions are strong, in the sense of including a large proportion of the members of the craft. There are a few other important industries in which it is equally certain that trade unions are either for the most part lacking or are very weak.

Another possible indication as to the strength of labor organizations in the various trades is found in the statistics of strikes themselves, which distinguish between those ordered by labor organizations and those not so ordered. If a large majority of the strikes in a given industry are ordered by labor organizations, it may either be an indication of the fact that those organizations are peculiarly disposed to strike or it may be merely an indication that the great majority of the workingmen in the district belong to the organizations, so that practically all the strikes ordered must be ordered by them.

In most of the weakly organized industries the employment of women is an important factor. It is a familiar fact that in industries where the proportion of female labor is large it is difficult to maintain strong labor organizations or a high rate of wages.

(f) *The Closing of Establishments.* — An establishment was considered *closed* when its usual productive work was discontinued. The aggregate number of *days closed* is the sum of the number of working days each establishment was closed. The figures indicating the average number of days closed per establishment were found by

dividing the aggregate number of days closed by the number of establishments closed.

(g) *Causes.*—Anything that may produce a disagreement between employer and employee may be the cause of a strike or lockout, and, while the causes may be stated in many different ways, nearly all of them fall within a very few leading causes or groups of causes. This Bureau has classified the causes of strikes under seven general headings: (a) wages, (b) hours of labor, (c) the employment of particular classes or persons, (d) working conditions, (e) trade unionism, (f) sympathy, and (g) miscellaneous. Several subheadings have been made under each of these classifications, and on pages 175 to 179 of this report will be found a glossary showing how the causes have been classified.

Statistics as to the causes of strikes and lockouts are apt to be somewhat misleading. In many cases a strike is nominally due to several different causes, yet some of these may involve much more truly the point at issue than the others. Another difficulty in discussing causes is that there are many technical points of dispute in special trades which give rise to a large number of minor causes of strikes. To a person unfamiliar with the industry the precise significance of strikes of this sort may be lost.

In order to judge more accurately the relative importance of different causes of strikes, all causes have been classified into a small number of groups. Many strikes are for two or more causes. If each of these be taken separately in the tabulation, a fair comparison as to the relative stress laid upon demands of different kinds will be reached, and the number of groups of causes diminished. In the reports of this Bureau previous to that for 1908 the causes were classified under the principal or underlying cause, but since then the separation of causes has been made. Strikes resulting from two or more causes have been counted under each of those causes combined with various causes. For example, strikes for increase in wages and reduction in hours have been included in the cause "for increase in wages combined with other causes" and also in the cause "for reduction in hours combined with other causes," as such strikes were due in part to both of these causes.

On the basis of this grouping the total number of strikes involving

each of these various classes of demands has been ascertained.¹ By dividing the number for each cause by this total the percentage which this class of causes bears to all causes has been reached. For the sake of brevity we have sometimes referred in the text to the proportion of strikes due to a group of causes, but the fuller and more accurate expression would indicate that the figures represent the proportion which causes of a certain class bear to all causes, a proportion which gives correctly the relative importance of the respective classes of causes.

Employees may generally be said to strike for one of two reasons, — for what they believe to be better conditions of employment or against a change (already put into practice or contemplated) from present to what they believe to be worse conditions. Similarly we may say that employers lock out their employees for two reasons, — to resist threatened demands from the employees for a change in conditions of employment or to compel their employees to accept a change in conditions. In combining the statistics of strikes and lockouts we have grouped the first class of causes of both strikes and lockouts as stated above and called them “attack” strikes, and similarly we have grouped the latter causes and called them “defense” strikes.

(h) *Duration.* — It is often difficult to determine the actual *duration* of any particular strike or lockout. In cases where all the employees striking are afterwards reinstated at one time the duration of a strike is easy to determine, but where, as often happens, the strikers either surrender a few at a time, or are gradually replaced by other persons, no particular date can be set as the ending of the strike. In computing the duration of disputes, the day on which the employees first ceased their work has been regarded as the beginning of a strike or lockout. The day when the employees went back to work, or the day on which enough employees had been placed at work to enable the employer to carry on his business practically as before the strike, has been regarded as the end of the dispute. In disputes where the places of the strikers were filled temporarily, and the strike was later definitely settled, the duration has been computed

¹ The total number of separate causes of strikes was 277; the total number of separate causes of strikes, as measured by the establishments in which strikes occurred, was 726; and the total number of separate causes, as measured by the strikers, was 15,829.

by taking as the end of the strike the date on which the strikers returned or the strike was declared off by the strikers, provided this occurred within one year after the cessation of work took place.

(i) *Results.* — A strike in an establishment is tabulated as successful when the employees succeed in enforcing full compliance with all of their demands; partly successful when they succeed in enforcing compliance with a part of their demands or partial compliance with some or all of their demands; and as having failed when they did not succeed in enforcing even a partial compliance with any of their demands. It should be borne in mind, however, that a strike which partly succeeds in attaining its object is, generally speaking, considered to be a victory for the employees. Strikers often demand more than they really expect to obtain, and a partial success may mean a material improvement in the condition of the workers. In some cases, to be sure, the gain in a compromised strike may be so slight as in no sense to offset the loss of wages and other losses attending it. Where a strike is intended to accomplish two or more objects it is often impossible to know which was the most important or upon which object the general success or failure of the strike depended. In case of partly successful strikes especially it may be that the objects gained were much less important than those which the strikers failed to gain, while on the other hand precisely the reverse may be the case.

As stated before, the basis of the statistics of results adopted by this Bureau is the *number of establishments* or the *number of strikers* and not the number of strikes. For the sake of brevity we have sometimes referred in the text to the number of strikes which were successful or unsuccessful when the fuller and more accurate expression would have been the number of establishments in which strikes were successful or unsuccessful.

From a consideration of those strikes which lasted less than one day it would seem that their short duration was generally due either to a concession by the employer, to the fact that the places of the strikers were easily and immediately filled, or to the fact that the cessation of work was due to a slight misunderstanding which was soon settled.

It is often urged that although a majority of strikers may fail to gain their cause immediately, yet the policy of striking may still be

advantageous. It may not be inappropriate here to call attention to the fact that representatives of organized labor very properly contend that the advantages and disadvantages of strikes can not be measured by the mere number of cases in which the strikers succeed immediately or fail immediately in gaining their demands or by the amount of wages lost during the strike. In the first place it is claimed that although the proportion of unsuccessful strikes may be high, yet the policy of striking may advance the interests of the working classes. Frequently employers, it is said, learn from prolonged strikes the strength of organization among their employees, even though for the time being the demands may be successfully resisted. Rather than encounter again the losses attending upon a strike, the employer may be willing to grant some future demand of the workingmen; in fact, he may voluntarily advance wages or improve conditions as soon as he is able to do so. It is pointed out that an unsuccessful attack strike usually signifies nothing except that the workingmen remain in the same position in which they were before; that is, they are not ordinarily penalized for striking by being reduced to worse conditions than formerly, while the successful and the partly successful strike means that they are in an absolutely better position. Strikes are sometimes tabulated in statistical reports as failures when, as a matter of fact, the objects sought by the strikers are attained after the lapse of a considerable period of time.¹ It would be exceedingly difficult, however, to follow up each establishment in which unsuccessful strikes occurred for a number of years in order to determine accurately the relation between the strike and concessions granted by employers after the lapse of several years.

(j) *Tabulation by Years.* — This report, which covers the calendar year 1910, includes all strikes and lockouts which began during the year, although in some instances they were not settled within the year. In the table summarizing by years the number of employees involved and the working days lost, the figures given can not represent absolute accuracy for a given year because the entire number of

¹ Many examples might be cited of strikes which were from many points of view probably successful but in which it is difficult to trace the exact relation between cause and result; for instance, the general strike of compositors in Boston for the eight-hour day in 1906 was stubbornly contested for many months and the result, while successful in many establishments, was unsuccessful in those shops affiliated with the Boston Typothetæ. Two years after the strike, however, the eight-hour day was granted in all of the Typothetæ shops.

strikers and the working days lost are placed in the year in which the strike began.

(k) *Methods of Settlement.* — The methods of settlement of disputes have been classified under five headings: (1) By direct negotiations, (2) by mediation, (3) by arbitration, (4) by filling places, (5) by other methods.

(1) *By direct negotiation* means that the dispute was settled by conferences or negotiations between the parties direct, or by the representatives of the organizations of employers or employees of which the parties concerned were members.

(2) *By mediation* means that the parties were brought together and induced to settle the dispute as a result of the intervention, usually uninvited, of a disinterested third party.

(3) *By arbitration* means that the issue which caused the dispute was referred to and settled by a disinterested third party. The mediation or arbitration may be by one person, several persons, the State Board of Conciliation and Arbitration, or a local board of arbitration.

(4) *By filling places* means that the employer succeeded in procuring desirable employees to fill the places of those who left work, or men who were able to perform the work formerly done by the strikers in such a manner that the work of the establishment could be carried on until more skilled employees could be obtained.

(5) *By other methods.* — Among other methods by which strikes are often settled may be mentioned: By return to work without negotiations; by return to work after negotiations had failed; by union ordering men to return to work; by shutting down the establishment permanently; or by abandoning work formerly done by the strikers or by dispensing with hand labor or certain machinery or the installation of labor-saving devices which enables the employer to dispense with the strikers.

(1) *Industry Classification.* — The term "industry," in its correct use, applies only to productive labor, that is, labor employed in manufacturing. In this report, however, on account of the lack of any other suitable term, it includes the labor employed in any form of business. The classification of industries used as the basis of the statistical presentations in this report is the same as that used in

our 1908 report (pages 122 to 135). In grouping the industries the object has been to bring together, as nearly as practicable, those establishments and industries in which the employers and employees, respectively, have a common interest and, consequently, are likely to act together.

Labor disputes at times occur in practically every branch of business in which men sustain the relation of employer and employee, and, in the handling of a great mass of data, classification is necessary. Any classification of establishments and industries is subject to criticism. This criticism may be because the grouping is too comprehensive, or, on the other hand, because it is too narrow. There may also be criticism because of the classification of certain establishments in certain industries. But it is believed that the classification used in this report is, on the whole, as satisfactory as any that can be devised for an annual report on statistics of strikes, taking into consideration the kinds of industries which exist in this Commonwealth. Our classification comprises 49 groups of industries arranged in 12 general groups.

It may appear to the reader who has occasion to compare the figures published in this report with those published in the report for 1908 that there is a disagreement in the figures for that year. This is accounted for by the fact that the statistics for 1908 have been revised so as to include the complete figures for all strikes which *began* during 1908. See “(j) Tabulation by Years” on page 94, *ante*.

II.

SCOPE AND METHOD OF THE REPORT.

In order that the method of securing the data upon which this report is based may be understood, specimens of the circular letters and forms of inquiry used by this Bureau are shown on pages 181 to 186. The distribution of these schedules and form letters is preceded by a considerable amount of clerical work in the office, made necessary in order to establish a list of strikes and lockouts, concerning which definite inquiry must be made, since no legal requirement rests upon either employers of labor or employees to voluntarily notify the Bureau of the occurrence of labor disputes. We are, therefore, dependent for our primary information upon newspapers, trade journals, labor publications, etc., a large number of which are examined daily. References to strikes and lockouts found in this manner are then subjected to official verification by means of a circular letter and schedule sent to responsible representatives of both parties to the dispute.

Every employer affected by a strike or lockout which occurred during the year, and in cases where the cessation of work was ordered by an organization either of employers or employees, officers thereof were asked to contribute their information. If the information given by either side in the controversy agreed with that given by the other the facts were considered accurate. If there were discrepancies, or either side refused information, an agent was sent to interview representatives of both parties to the dispute. After considering all the evidence to be gained on either side a report was made on what the facts seemed to be. It may be, therefore, that participants, or others supposing themselves to be cognizant of the facts relating to a certain strike, will find the details as exhibited in the tables somewhat different from their own recollection. In explanation it may be stated that the conflicting statements were weighed and each detail determined as judicially as possible, making the report not to agree with the testimony of a single individual, but to harmonize with the concurrent evidence of the majority, or what seemed to be the most reliable. This Bureau made every effort to secure the truth and did not leave a controversy until it fully believed that the truth had been ascertained.

III.

ANALYSIS.

1. NUMBER OF STRIKES AND PERSONS AFFECTED.

(a) *Statistics of Strikes for All Industries.* — There were 242 strikes lasting one day or more in this Commonwealth reported during the calendar year 1910, affecting 541 establishments. Involved in these strikes were 13,439 strikers and 13,737 other employees who were involuntarily thrown out of work as a result of the strike action of others, making a total of 27,176 employees affected by the labor disputes of the year. The approximate amount of time lost by all strikes in progress during the year amounted to 312,674 working days. As compared with the average of the five previous years the number of strikes, establishments, employees involved, and working days lost in 1910 showed an increase.¹

The number of strikers during the year 1910 was 13,439 as compared with 12,456 in 1909 and 8,007 in 1908, the average number in each establishment being 25 in 1910, 26 in 1909, and 17 in 1908. The cessation of work by the strikers forced out of employment other employees in the same establishments, who had no grievance and perhaps no desire to strike, to the number of 13,737 during 1910, as compared with 9,107 in 1909 and 14,539 in 1908. It will thus be seen that in 1908 and 1910 the number of employees who were involuntarily thrown out of employment as a result of the strike action of others was greater than the number of actual strikers.

While the figures for 1910 show increases in all of the elements which go to illustrate the extent of labor disputes, it is interesting to note that a large proportion of the strikes which occurred during the year were small in size and that there were no extreme conflicts such as have occurred in other years. Of the 242 strikes in 1910 there were 125, or 51.65 per cent (53.55 in 1909), in which less than 26 strikers were involved; 176, or 72.72 per cent (74.32 in 1909), in

¹ In order to obtain a complete survey of the amount of unrest in the industry of the Commonwealth, in so far as this may be illustrated by strikes, it would be proper to add to these figures the data relating to those strikes which were of less than one day's duration, i.e., 35 strikes, 35 establishments, 1,006 strikers, 123 other employees thrown out of work, and 333 working days lost. These figures when added to those given in the text above show that there were actually 277 strikes, 576 establishments involved, 14,445 strikers, 13,865 other employees thrown out of work, and 313,007 working days lost.

which less than 51 strikers were involved; and only 14, or 5.79 per cent (4.92 in 1909), in which more than 200 strikers were involved. In only four strikes were there more than 500 strikers; namely, the strikes of 675 building laborers in New Bedford, 638 machinists in Boston, 576 weavers in New Bedford, and 560 cotton-mill operatives in Webster. In a consideration of the total number of persons affected by strikes during the year, including both strikers and employees thrown out of work, we find that in 104, or 42.98 per cent (43.72 in 1909) of all the disputes, there were less than 26 employees involved; in 150, or 61.98 per cent (65.03 in 1909) of the disputes, there were less than 51 employees involved; in 14, or 5.79 per cent (4.37 in 1909), there were more than 500 employees involved; and in four, or 1.65 per cent (1.64 in 1909), there were more than 1,000 employees involved.

The strike of 305 ring spinners in Lowell threw 1,877 other operatives out of work; in the strike of 346 shoe workers in Salem, there were 950 others thrown out of work; the strike of 576 weavers in New Bedford threw 631 others out of work; and the strike of 675 building laborers threw 429 other employees out of work.

(b) *Attack and Defense Strikes.* — Of the 242 strikes which occurred during 1910, 168, or 69.42 per cent, have been classified as attack strikes and 74, or 30.58 per cent, have been classified as defense strikes, while in 1909, 81.42 per cent of all the disputes were classified as attack strikes and 18.58 per cent were classified as defense strikes. In the 168 attack strikes in 1910, 9,748 strikers, or 72.54 per cent of all the strikers, in 461 establishments, or 85.21 per cent of all the establishments, left work in order to secure improved conditions and threw out of work 8,847 other employees whose employment depended upon the work of the strikers, thereby causing a loss of working time of 203,157 working days. In 1909, 9,241 strikers, or 74.19 per cent of all the strikers, in 443 establishments, or 92.87 per cent of all the establishments, were involved in attack strikes. In the 74 defense strikes in 1910, or strikes which resulted from the initiative action taken by the employer in making some change in the conditions of employment, which took place in 80 establishments, there were 3,691 employees who struck and 4,890 other employees who were thrown out of work, and this caused a loss of approximately 109,517 working days. The average number of

establishments involved in each attack strike was 2.7 as compared with an average of 2.2 in all strikes, while the average number involved in defense strikes was 1.1.

(c) *Lockouts*. — Of the 242 disputes which occurred during the year only three might be classified as lockouts. In these three lockouts there were three establishments affected and 76 employees were locked out. The approximate amount of working time lost was 1,796 days.

(d) *Localities Affected*. — The number of strikers and of persons thrown out of employment bears little proportion to the population of the cities and towns in which disputes occurred. This is to be expected, since strikes are more likely to occur in the manufacturing cities. One would naturally expect to find the largest number of strikes in Boston, and such has been the case in every year since 1901, with the exception of 1908, when Lynn showed the largest number, — 14, or 14.29 per cent of all the disputes which occurred in the Commonwealth. In 1910, however, Boston was affected to a greater extent than was any other city or town. There were 46 strikes, or 19.01 per cent (16.94 in 1909) of all the strikes;¹ 127 establishments, or 23.48 per cent (27.25 in 1909) of all the establishments affected; 3,385 strikers, or 25.19 per cent (18.35 in 1909) of the total number; and 102,835 working days lost, or 32.89 per cent (12.97 in 1909) of the time lost by all the disputes in the Commonwealth during the year.

In Lynn there were 28 strikes; in Fall River, 23; in Worcester, 14; in New Bedford, eight; and in Lawrence, Lowell, and Salem, seven each.

The cities in which a large number of establishments were involved were: Boston, 127; Fall River, 93; Lynn, 50; Worcester, 37; New Bedford, 27; Brockton, 18; Holyoke, 16; Marlborough, 12; and Attleborough, Lawrence, and Salem, 11 each.

In a consideration of strikers the localities which showed the largest numbers were: Boston, 3,385; Fall River, 1,539; New Bedford, 1,522; Lowell, 634; Lynn, 593; Webster, 592; Salem, 578; Worcester, 426; and Lawrence, 411.

The amount of working time lost by labor disputes in Boston was

¹ Five of these strikes were general, involving establishments located also in Brookline, Cambridge, Chelsea, New Bedford, Newton, Norwood, Revere, Springfield, and Worcester.

approximately 102,835 working days. Other cities in which a large amount of time was lost were: New Bedford, 36,799 working days; Fall River, 29,123 working days; Salem, 27,644 working days; Lynn, 19,535 working days; Lowell, 14,698 working days; and Chelsea, 12,385 working days.

(e) *Prevalence of Strikes by Industries.* — The *building trades* were affected by strikes to a greater extent than any other industry in Massachusetts during 1910. In this industry there were 62 distinct disputes, involving 227 establishments, in which 2,928 employees struck and 348 other employees were involuntarily thrown out of work, while the amount of working time lost was approximately 34,890 days. Expressed in percentages, 25.62 per cent of all the strikes, 41.96 per cent of all the establishments, 21.79 per cent of all the strikers, 2.53 per cent of all the other employees involuntarily thrown out of work, and 11.16 per cent of all the working time lost was in the building trades.

Of the 62 disputes in this industry more than one-half of that number occurred in Boston, Fall River, and Holyoke. In Boston there were 20 strikes, or 32.26 per cent of all the strikes occurring in this industry; 39 establishments, or 17.18 per cent of all the establishments affected; 1,223 strikers, or 41.77 per cent of all the strikers involved; 170 other employees thrown out of work, or 48.85 per cent of all the employees thrown out of work by the strike action of others; and approximately 20,856 working days lost, or 59.78 per cent of all the working time lost in this industry. Fall River followed with seven strikes in 75 different establishments, involving 699 strikers, or 23.87 per cent of all the strikers who ceased work in this industry; nine other employees were thrown out of work; and 7,661 working days were lost, or 21.96 per cent of all the working time lost. The figures for Holyoke show five labor disputes in 15 different establishments, in which 210 strikers were involved, 48 other employees were thrown out of work, and 1,886 working days lost.

In the *boot and shoe industry* there were 50 strikes, or 20.66 per cent of the strikes in all industries; 76 establishments involved, or 14.05 per cent of all the establishments; 1,767 strikers, or 13.15 per cent of all the strikers; 6,048, or 44.03 per cent of all the other employees involuntarily thrown out of work; and 86,338 working

days lost, or 27.61 per cent of all the working time lost. Of the 50 strikes in the boot and shoe industry, 37, or 74.00 per cent, occurred in Lynn, Haverhill, and Salem, the city most affected being Lynn. In this city there were 27 strikes, or 54.00 per cent of all the strikes occurring in the industry; 49 establishments involved, or 64.47 per cent of all the establishments affected; 581 strikers, or 32.88 per cent of all the strikers; 1,892 other employees thrown out of work, or 31.28 per cent of all the boot and shoe workers involuntarily thrown out of work by the strike action of others; and 19,403 working days lost, or 22.47 per cent of all the working time lost in this industry. Salem followed with six strikes in 10 different establishments involving 565 strikers, or 31.98 per cent of all the strikers who ceased work in this industry; 1,595 other employees were thrown out of work; and 27,566 working days were lost, or 31.93 per cent of all the working time lost. The figures for Haverhill show four strikes in four different establishments in which 73 strikers were involved, 500 other employees were involuntarily thrown out of work, and 9,692 working days were lost. It is of considerable interest to note in connection with the labor disputes in the boot and shoe industry that in Brockton, where there was an average of 13,809 boot and shoe workers employed during 1908 ¹ (the latest figures available) as compared with 14,125 in Lynn, 6,858 in Haverhill, and 2,848 in Salem, there was not a single strike during the year 1910. The annual report of the State Board of Conciliation and Arbitration for 1910 shows that there were 143 controversies regarding wages, etc., between employers and employees in the boot and shoe industry in Brockton submitted to that Board for settlement, as compared with 11 in Lynn, two in Salem, 24 in Haverhill, and 33 in other localities in the Commonwealth.

In the *cotton goods industry* there were 3,216 strikers, or 23.93 per cent of all the strikers; 4,916, or 35.79 per cent of all other employees thrown out of work; and 75,142 working days lost, or 24.03 per cent of all the working time lost.

Fall River was affected to a greater extent by strikes than were any of the other textile centers. This fact was due chiefly to the general reduction in weekly earnings due to the 56-hour schedule

¹ Report on the Statistics of Manufactures for 1908, pages 16, 20, and 22, published by this Bureau.

which went into effect in accordance with Acts of 1908, Chapter 645.^{1, 2} Fourteen strikes, or 43.75 per cent of all the strikes occurring in the cotton goods industry, were inaugurated in that city; 758 operatives, or 23.57 per cent of all the strikers, were directly involved, while 1,804 other employees, or 36.70 per cent of all employees indirectly involved in the strikes, were thrown out of work; approximately 21,416 working days, or 28.50 per cent of the total for the industry, were lost by the operatives.

In the *iron and steel industry* there were 1,220 strikers, or 9.08 per cent of all the strikers, and 29,795 working days lost, or 9.53 per cent of all the working time lost.

(f) *The Effect of Labor Organizations.* — During the year 1910. 121 strikes, or 50.63 per cent (51.38 in 1909) of all the disputes,³ were ordered by labor organizations, and 409, or 76.02 per cent (79.40 in 1909) of all the establishments involved in strikes, 7,253. or 54.28 per cent (59.60 in 1909) of the strikers, and 5,614, or 40.87 per cent (80.66 in 1909) of the other employees thrown out of work, were included in strikes ordered by labor organizations.

In those industries in which the largest number of strikes occurred, namely, building trades, boots and shoes, cotton goods, iron and steel manufacture, woolen and worsted goods, and building and street labor, the following were the percentages of strikes, establishments, strikers, and other employees involuntarily thrown out of work in strikes which were ordered by labor organizations:

Building Trades: Strikes, 77.42 per cent; establishments, 91.19 per cent; strikers, 91.87 per cent; other employees thrown out of work, 91.09 per cent.

Boots and Shoes: Strikes, 70.00 per cent; establishments, 80.26 per cent; strikers, 82.00 per cent; other employees thrown out of work, 70.68 per cent.

Cotton Goods: Strikes, 3.12 per cent; establishments, 29.55 per cent; strikers, 2.24 per cent; other employees thrown out of work, none.

Iron and Steel Manufacture: Strikes, 66.67 per cent; establish-

¹ See *post*, page 107.

² For statement of strikes in other industries and other localities resulting from 56-hour law, see *post*, page 107.

³ These percentages are computed on the basis of 239 strikes, excluding the three lockouts, since it is obvious that a lockout could not be ordered by a labor organization.

ments, 88.37 per cent; strikers, 73.03 per cent; other employees thrown out of work, 74.53 per cent.

Woolen and Worsted Goods: Strikes, 7.69 per cent; establishments, 7.69 per cent; strikers, 5.77 per cent; other employees thrown out of work, 4.50 per cent.

Building and Street Labor: Strikes, 36.36 per cent; establishments, 69.23 per cent; strikers, 78.80 per cent; other employees thrown out of work, 91.38 per cent.

In those localities in which the largest number of strikes occurred, namely, Boston, Lynn, Fall River, and Worcester, the following were the percentages of strikes, establishments involved, strikers, and other employees thrown out of work in strikes which were ordered by labor organizations:¹

Boston: Strikes, 79.55 per cent; establishments, 91.20 per cent; strikers, 85.87 per cent; other employees thrown out of work, 44.08 per cent.

Lynn: Strikes, 85.71 per cent; establishments, 92.00 per cent; strikers, 86.85 per cent; other employees thrown out of work, 87.16 per cent.

Fall River: Strikes, 26.09 per cent; establishments, 81.72 per cent; strikers, 48.54 per cent; other employees thrown out of work, 0.50 per cent.

Worcester: Strikes, 30.77 per cent; establishments, 75.00 per cent; strikers, 46.45 per cent; other employees thrown out of work, 31.94 per cent.

(g) *Women in Labor Disputes.* — Of the 13,439 strikers, 11,196, or 83.31 per cent, were males and 2,243, or 16.69 per cent (28.40 in 1909), were females. Of the 13,737 employees thrown out of work by strikes, 7,949, or 57.87 per cent, were males and 5,788, or 42.13 per cent (32.58 in 1909), were females.

Of the 66,645 males employed immediately preceding strikes in the establishments involved 16.80 per cent struck, while of the 36,319 females employed but 6.18 per cent struck.

Generally women are much less prone to strike than men. Exceptions to this rule occurred during 1910 in four industries, namely, bleaching, dyeing, and printing; paper and paper goods; flax, hemp, and jute goods; and woolen and worsted goods.

¹ Not including two lockouts in Boston and one in Worcester.

In the paper industry 100 per cent of the strikers were females; 91.89 per cent of the strikers were females in the bleaching, dyeing, and printing industry; 64.42 per cent in the woolen and worsted goods industry; 63.14 per cent in the flax, hemp, and jute goods industry; 39.74 per cent in the cotton goods industry; 19.10 per cent in the garment working industry; and 13.64 per cent in the manufacture of food products. In the boot and shoe industry in which many females were employed, 13.41 per cent of the strikers were females; in the manufacture of hats and caps, 12.50 per cent were females; and in the printing and publishing industry 6.25 per cent were females.

In the cities most affected by labor disputes in 1910 the percentages of female employees involved, that is, both strikers and other employees thrown out of work, were: 14.95 per cent in Boston; 27.36 per cent in Lynn; 36.10 per cent in Fall River; and 6.83 per cent in Worcester.

(h) *Single and General Strikes.* — Of the 242 disputes which occurred during the year, 189, or 78.10 per cent (83.06 in 1909), were single strikes and 53 were general strikes. In the single strikes there were 189, or 34.94 per cent, establishments affected; 8,337, or 62.04 per cent, strikers; 11,051, or 80.45 per cent, other employees thrown out of work; and 206,688, or 66.10 per cent, working days lost. In the general strikes there were 352, or 65.06 per cent, establishments affected; 5,102, or 37.96 per cent, strikers; 2,686, or 19.55 per cent, other employees thrown out of work; and 105,986, or 33.90 per cent, working days lost.

General strikes are usually ordered by labor organizations, as will be seen in the following statement. Of the 186 single strikes,¹ 74, or 39.78 per cent, were ordered by labor organizations, in which there were 2,353 strikers, or 28.48 per cent of all the strikers in single strikes, and 2,945 other employees thrown out of work, or 26.65 per cent of all the other employees thrown out of work in single strikes. Of the 53 general strikes, 47, or 88.68 per cent (93.55 in 1909), were ordered by labor organizations, in which there were 335 establishments affected, or 95.17 per cent (94.15 in 1909) of all the establishments involved in general strikes; 4,900, or 96.04 per cent

¹ Lockouts are not included in these figures. See footnote ³ on page 103, *ante*.

(93.79 in 1909), of the strikers in general strikes; and 2,669, or 99.37 per cent (100.00 in 1909), of all the other employees thrown out of work in general strikes.

2. CAUSES OF STRIKES.^{1, 2}

(a) *Statistics of Causes for All Industries.*³— The demand for an increase in wages, as might be expected, caused a larger number of strikes than any other single cause. This demand alone appeared in 78, or 28.16 per cent (36.72 in 1909), of all the strikes, and in 191, or 26.31 per cent (32.88 in 1909), of the establishments affected by strikes; while alone and in combination with other causes it produced 103, or 37.19 per cent (44.93 in 1909), of all the strikes in 324, or 44.63 per cent (47.00 in 1909), of all the establishments. This was also the most important cause so far as the number of strikers was concerned. The percentage of strikers in strikes due wholly to this cause was 31.14 per cent (41.97 in 1909), while for this object alone and in combination with other causes the percentage of strikers was 41.63 per cent (49.98 in 1909).

There were 14 strikes in 55 establishments for reduction in hours of labor alone, while for this demand in combination with other causes there were 31 strikes, or 11.19 per cent of all the strikes, in 162 establishments, or 22.31 per cent (15.67 in 1909) of the total number of establishments affected by strike. The desire for union shop conditions alone and in combination with other requests produced 31 strikes in 75, or 10.33 per cent (8.26 in 1909), of all the establishments affected. There were five sympathetic strikes which affected 14, or 1.93 per cent (5.50 in 1909), of all the establishments involved in disputes. The percentage of strikers in sympathetic strikes was 3.83 (1.60 in 1909). The percentage of strikers in strikes for reduction in hours of labor alone was 3.85 (4.55 in 1909), while the percentage for reduction in hours of labor alone and combined with other causes was 10.49 (7.21 in 1909). The percentage of strikers in strikes due wholly to the demand for the union shop was 7.15 (2.43 in 1909), and the percentage due to demands for

¹ For statistical tables relating to causes, see *post*, pages 132 to 135.

² All of the percentages in this part of the report, relating to causes, are computed on the basis of 277 strikes, 726 establishments, and 15,829 strikers. See *ante*, page 91.

³ For a consideration of attack and defense strikes, see *ante*, page 85.

union shop alone and combined with other causes was 10.64 (4.66 in 1909).

There were 23 strikes in 23 establishments in 1910 whose origin may be traced to the taking effect of the 56-hour law on January 1, 1910.¹ In these disputes there were 1,581 strikers, 2,312 other employees thrown out of work, and 22,754 working days lost.² Of these 23 strikes, 17, involving 1,353 strikers, were in the cotton goods industry, three in the woolen and worsted goods industry, two in the boot and shoe industry, and one in the bleaching, dyeing, and printing industry; 11, involving 537 strikers and 1,769 other employees involuntarily thrown out of work, were in Fall River; two, involving 120 strikers, were in Fitchburg; and 10, involving 924 strikers and 543 other employees thrown out of work, were in 10 other cities and towns.

In five of the strikes 271 strikers were successful in securing the same compensation for 56 hours' work that they had formerly received for 58 hours' work, and in 18 strikes 1,310 strikers failed to attain their demands and returned to work under the same conditions as before the strike. None of the strikes for this cause were ordered by labor organizations.

The reader is referred to Table 29, pages 166-170, for a detailed statement of these strikes.

(b) *Causes of Strikes by Industries.* — Attack strikes were most numerous in the building trades, 2,795 strikers in 218 establishments leaving work in order to secure a change in existing conditions. In the boot and shoe industry 1,360 employees in 61 establishments sought new conditions.

¹ The following is an extract from the so-called 56-hour law, chapter 645 of the acts of 1908. The amendments to the former act are printed in italics and the old matter omitted is enclosed in brackets.

. . . No child under eighteen years of age and no woman shall be employed in laboring in a manufacturing or mechanical establishment more than ten hours in any one day, except as hereinafter provided in this section, unless a different apportionment of the hours of labor is made for the sole purpose of making a shorter day's work for one day of the week; and in no case shall the hours of labor exceed [fifty-eight] *fifty-six* in a week, *except that in any such establishment where the employment is by seasons, the number of such hours in any week may exceed fifty-six, but not fifty-eight, provided that the total number of such hours in any year shall not exceed an average of fifty-six hours a week for the whole year, excluding Sundays and holidays.* . . .

SECTION 2. This act shall take effect on the first day of January in the year nineteen hundred and ten. [Approved June 13, 1908.]

² There were also three strikes of less than one day's duration instituted for this cause in the cotton goods industry in Fall River involving 114 strikers and resulting in a loss in working time of about 57 days. One of these strikes involving 84 strikers was successful and two involving 30 strikers failed.

Twenty establishments and 1,958 strikers in the cotton goods industry were involved in defense strikes; and 407 employees in 15 boot and shoe factories left work rather than submit to changes in the accustomed conditions of employment.

In the building trades 552 employees, or 14.09 per cent (35.69 in 1909) of the strikers in this industry, in 61 establishments, or 17.33 per cent (38.05 in 1909), struck for increase in wages alone; and for increase in wages alone and combined with other causes 1,292 employees, or 32.98 per cent (53.45 in 1909), struck in 146, or 41.48 per cent (55.22 in 1909), of the establishments. There were 1,130 employees, or 28.85 per cent (24.93 in 1909), in 119, or 33.81 per cent (26.94 in 1909), of the establishments who struck for a reduction in hours of labor alone and combined with other causes; and 981 employees, or 25.04 per cent (7.49 in 1909), in 44, or 12.49 per cent (8.08 in 1909), of the establishments who struck for the closed shop alone and in combination with other causes.

In the boot and shoe industry, 731 strikers, or 41.05 per cent (69.71 in 1909) of all the strikers in this industry, in 51.29 per cent (56.38 in 1909) of the establishments were involved in strikes for increase in wages alone and combined with other causes, and 19.43 per cent of the strikers in 6.41 per cent of the establishments were engaged in sympathetic strikes.

In the cotton goods industry, 1,181, or 36.72 per cent (0.39 in 1909), of the strikers in this industry, in 15, or 34.09 per cent (14.29 in 1909), of the establishments, struck against decrease in wages; and 1,101 employees, or 34.24 per cent (98.59 in 1909), in 23, or 52.28 per cent (71.42 in 1909), of the establishments, were involved in strikes for increase in wages.

In the iron and steel industry there were 810 employees, or 61.74 per cent (43.43 in 1909), in 35, or 74.46 per cent (55.56 in 1909), of the establishments who struck for an increase in wages alone and combined with other causes.

(c) *Causes of Strikes Ordered by Labor Organizations.* — Among the strikes ordered by labor organizations 4,256 employees, or 45.74 per cent (63.26 in 1909), struck for an increase in wages alone and combined with other causes; 1,436, or 15.43 per cent (11.13 in

1909), for reduction in hours of labor alone and combined with other causes; 1,607, or 17.27 per cent (5.83 in 1909), for union shop conditions alone and combined with other causes; and 506, or 5.44 per cent (4.82 in 1909), for recognition of union alone and combined with other causes.

In the strikes which were not ordered by labor organizations, 2,266 employees, or 35.90 per cent (28.59 in 1909), struck for increase in wages alone and combined with other causes; and 1,661, or 26.31 per cent (46.16 in 1909), against reduction in wages.

3. DURATION OF STRIKES AND TIME LOST.

(a) *Statistics of Duration and the Closing of Establishments.* — The majority of strikes which occurred during 1910 were of short duration. Strikes lasted but one week or less in 328 establishments, or 60.63 per cent (71.07 in 1909) of the total number of establishments affected by strikes during the year; in these 328 establishments there were 46.28 per cent (59.91 in 1909) of the total number of strikers involved and 32.69 per cent (76.00 in 1909) of the total number of other employees thrown out of work. The number of establishments affected by strikes which did not last more than two weeks was 442, or 81.70 per cent (85.12 in 1909), and involved 73.21 per cent (70.88 in 1909) of the strikers and 63.93 per cent (83.68 in 1909) of the other employees thrown out of work. There were 11 establishments, or 2.03 per cent (1.68 in 1909) of the total number, in which the strikes lasted more than eight weeks, which involved but 3.45 per cent (18.80 in 1909) of the strikers. The longest strike lasted 137 days and involved eight strikers and one establishment (92 days, 2,280 strikers, and one establishment in 1909).

The duration of all the strikes which began during the year aggregated 5,220 working days (3,312½ in 1909). Strikes do not always result in the shutting down of an establishment; thus, of the 541 establishments in which strikes occurred only 158, or 29.21 per cent (30.40 in 1909), were closed during part of the dispute. The aggregate number of working days during which these establishments were shut down was 1,468 (917 in 1909) and the average number of working days closed per establishment was 9.3 (6.3 in 1909). In the industry in which the largest number of establishments were

closed by strikes, namely, the building trades, the average number of working days closed in each establishment was 6.2 (5.7 in 1909).

It is obvious that, generally speaking, the length of time during which establishments are closed as the result of strikes will be somewhat less than the length of time elapsing before all the strikers will return to work, or, in case they do not return, until their places are filled by others. For each establishment in which strikes occurred the average duration before the places of strikers were filled or the strikers were re-employed was 9.6 working days (6.9 in 1909). The average duration of strikes varied in the different industries, ranging from 0.7 days in the liquor trade to 34.1 days in the lithographing and engraving trades. In those industries in which the largest number of establishments were affected by strikes, namely, the building trades and the boot and shoe industry, the average duration of disputes in each establishment was 7.1 and 7.9 working days, respectively (6.2 and 6.3 in 1909).

(b) *Working Time Lost by Strikes.* — We may ascertain somewhat roughly the total labor time lost as a result of strikes by a combination of the figures showing the duration of the dispute in each establishment and those showing the number of strikers and other persons who were thrown out of employment by them. During the year 1910 the total number of working days lost was 312,674 (228,363 in 1909), which is equivalent (on the hypothesis that the average working year is 300 days) to the labor of 1,042 persons (761 in 1909) for one year. The significance of these figures can not be properly judged except by a comparison with the total number of persons employed in industries subject to strikes and lockouts during the period in question and the total number of days which they might have worked. It will, of course, be remembered that cessation of employment because of strikes and lockouts may often merely offset time which would be lost in any case because of the irregularity of work.

(c) *Duration According to Size of Strikes.* — In 63.51 per cent (72.29 in 1909) of the establishments in which there were less than 26 strikers involved the strikes lasted one week or less, while in 43.48 per cent (70.00 in 1909) of the establishments in which there were over 100 strikers the strikes lasted but one week or less. Strikes lasted more than 24 days in 8.53 per cent (7.81 in 1909),

of the establishments in which there were less than 26 strikers, and more than 24 days in 17.39 per cent (10.00 in 1909) of the establishments in which there were more than 100 strikers.

(d) *The Effect of Labor Organizations.* — Strikes ordered by labor organizations were of much longer duration than those not so ordered. The total days' duration of all the strikes¹ was 5,187 working days (3,258.5 in 1909). The average duration of the strikes ordered by labor organizations was 35.9 working days (28.8 in 1909), while the average duration of strikes not ordered by labor organizations was 7.1 working days (6.6 in 1909). Of the 326 establishments involved in strikes lasting one week or less, 70.55 per cent (76.95 in 1909) were involved in strikes ordered by labor organizations as compared with 76.02 (79.40 in 1909) so ordered for all strikes. Of the 470 establishments (416 in 1909) affected by strikes lasting three weeks or less, 74.04 per cent (78.37 in 1909) were in ordered strikes. Of all the strikes ordered by labor organizations, 56.23 per cent (69.46 in 1909) of the establishments and 39.10 per cent (72.63 in 1909) of the strikers were in disputes lasting one week or less, while in the strikes not so ordered 74.42 per cent (80.21 in 1909) of the establishments and 55.24 per cent (42.34 in 1909) of the strikers were involved in strikes lasting one week or less. There were 32, or 7.82 per cent (3.51 in 1909), of the establishments involving 885, or 12.20 per cent (2.22 in 1909), of the strikers in strikes ordered by labor organizations which lasted more than 30 days, while there were but four, or 3.10 per cent (2.08 in 1909), of the establishments, involving 292, or 4.78 per cent (46.11 in 1909), of the strikers in strikes not so ordered.

(e) *Prevalence of Strikes According to Seasons of the Year.* — The large proportion of strikes which were begun in the Spring was especially conspicuous. During the year 32.23 per cent (25.68 in 1909) of all the strikes, affecting 42.88 per cent (38.16 in 1909) of the establishments and 34.32 per cent (20.70 in 1909) of all the strikers, began during the spring months (March, April, and May); 29.34 per cent of all the strikes, involving 29.57 per cent of all the establishments and 36.28 per cent of all the striking workmen, began during the summer months; 23.55 per cent of the

¹ Not including lockouts.

strikes, involving 15.16 per cent of the establishments and 22.59 per cent of the total number of strikers, began in the winter months; and 14.88 per cent of the strikes, involving 12.38 per cent of the establishments and 6.81 per cent of the strikers, began in the autumn months. The largest number of strikes in any one month occurred in January, when there were 37 disputes, or 15.29 per cent of all the strikes, involving 37, or 6.84 per cent of all the establishments, 2,182, or 16.24 per cent of all the strikers, 2,814, or 20.48 per cent of all the other employees thrown out of work, and 54,993, or 17.59 per cent of all the working days lost. The large number of strikes begun in January, 1910, was due to the fact that, when the 56-hour law went into effect on January 1, 1910, a number of disputes took place because the employees were refused their demands for the same weekly wages that they had been receiving for 58 hours. In May and June there were 35 and 29 strikes, affecting 132 and 62 establishments and 1,862 and 2,189 strikers, respectively. Thus, in the three months, January, May, and June, there occurred 41.73 per cent of all the strikes of the year.

(f) *Strikes of Less than One Day's Duration.* — The principal facts that could be obtained relating to the 35 brief labor controversies (34 strikes and one lockout) which lasted less than one day, in which there was an actual, well-defined cessation of work for the purpose of enforcing a demand, are here presented.¹ The cessation of work ranged from one-half hour to one day; a total number of 1,006 strikers were involved in these strikes, of which number 907 were males and 99 were females; 35 different establishments were affected, in which 128 workmen were involuntarily thrown out of work as a result of the strike action of others; and 15 of the strikes in question were ordered by labor organizations.

Eighteen of these brief strikes were successful, all of which were settled by direct negotiations. Seventeen of them resulted in failures; in 10 of these strikes which failed the places of the strikers were filled by other workmen; in six, the strikers returned to work without negotiations; and in one the strikers were ordered to return to work by the union. In these 35 disputes, 687 strikers succeeded in gaining full compliance with their demands and 319 failed in obtaining the results for which they struck.

¹ These 35 disputes are not included in the statistics of strikes which occurred during 1910.

Of the 35 strikes of less than one day's duration, 10, involving 367 strikers, were inaugurated for an increase in wages alone, and two, directly involving 35 strikers and indirectly 27 other employees, for increase in wages combined with other causes. Five of these strikes for increase in wages were successful, and 260 strikers were granted a wage increase; while seven of the strikes, in which 142 employees left work, failed, and the places of the strikers were filled in the majority of cases. Five strikes were against a reduction in wages, — two, involving 104 strikers, were successful; and three, affecting 44 strikers, failed in securing their object. One strike for weekly payment of salary, involving seven strikers, was successful.

Four strikes were declared to secure the reinstatement of discharged employees, — one, involving 36 strikers, was successful; while the other three, involving 97 workmen and throwing 71 other employees out of work, failed.

Unsatisfactory working conditions caused two of the brief strikes, — one, involving 20 strikers, was successful in bringing about a change in existing conditions; and one, in which four men struck against the imposition of fines for damaged goods, failed.

Trade union rules, including the closed shop principle, recognition of union, and other rules, caused 11 strikes, — eight, directly involving 260 men and indirectly 26 other workmen, were successful; and three strikes, in which 32 employees left work and four other employees were thrown out of employment, failed.

4. RESULTS OF STRIKES.¹

(a) *Introductory.* — The proportion of establishments in which strikes succeeded was 32.72 per cent (39.41 in 1909) and the proportion which failed was 42.51 per cent (46.96 in 1909), as determined by the statistics of establishments. If the percentage of strikes which partly succeeded be added to that of strikes which succeeded altogether, it may be said that in 57.49 per cent (53.04 in 1909) of all establishments affected the strikes resulted advantageously for the strikers. The percentage of the strikers who were successful and partly successful was 48.23 (54.87 in 1909).

¹ Statistical tables relating to results of disputes will be found on pages 141 to 147, *post*.

The bases of statistics of results are the number of establishments or the number of strikers and not the number of strikes. For the sake of brevity we have sometimes referred in the text to the number of strikes which were successful or unsuccessful, when the fuller and more accurate expression would have been the number of establishments in which strikes were successful or unsuccessful.

Of the 230 establishments in which strikes failed the places of the majority of the strikers were filled in 138, or 60.00 per cent (76.34 in 1909, of the establishments, and approximately 2,683, or 38.56 per cent (36.90 in 1909), of the employees lost their positions. It is manifestly impossible to determine how long it took those strikers, whose positions were filled by others, to obtain work elsewhere under conditions as favorable as those which they had before striking.

(b) *The Effect of Labor Organizations.* — The tables prepared on this question show very clearly the effect of labor organizations in strengthening workingmen in their demands for improved conditions. In establishments in which strikes were ordered by labor organizations the workingmen were successful in 37.16 per cent of the establishments (46.49 in 1909), while in establishments in which the strikes were not ordered by labor organizations the percentage of success was only 19.38 (13.54 in 1909). A considerably larger proportion of the strikes ordered by labor organizations in 1910 show partial success than is the case in respect to strikes not so ordered, the percentages being 29.59 and 9.30, respectively, while in 1909 the proportion is reversed, the percentage of partly successful strikes ordered by labor organizations being 13.78 as against 14.58 per cent of strikes not ordered. Of the strikes ordered by labor organizations only 33.25 per cent (39.73 in 1909) failed entirely as compared with 71.32 per cent (71.88 in 1909) in the case of strikes not ordered by labor organizations. Similar results are shown by a study of the proportions of strikers.

(c) *Results as Dependent upon Causes.*¹ — The number of causes of strikes as measured by the number of different establishments in which strikes occurred amounted to 726. The employees gained their points in 199, or 27.41 per cent (41.65 in 1909), of the objects sought; they were partly successful in 236, or 32.51 per cent (14.29 in 1909), of their objects; while they failed to attain 291 objects, or 40.08 per cent (44.06 in 1909) of the entire number.

The largest number of strikes was for increased wages. The proportion of successful strikes for this cause, 38.22 per cent, was somewhat larger than for all causes combined, 27.41 per cent, while it was smaller in 1909, — 31.41 per cent successful strikes for increases

¹ For results of strikes due to reductions in weekly earnings, made as a result of the 56-hour law, see page 107, *ante*.

in wages and 41.65 per cent successful for all causes combined. The proportion of partly successful strikes in 1910 (14.66 per cent) for this cause was somewhat smaller than for all causes (32.51 per cent). The proportion of failures (47.12 per cent) was larger than for all causes (40.08 per cent). Strikes against reduction in wages show a smaller percentage of success than for all causes, 24.00 per cent being successful (16.67 in 1909) and 76.00 per cent unsuccessful (66.66 in 1909), a much larger proportion than for the total due chiefly to the large number of unsuccessful strikes against reduction in wages resulting from the operation of the 56-hour law. Strikes for a reduction in hours show 83.64 per cent successful and partly successful (56.52 in 1909) and 16.36 per cent unsuccessful. The percentage of successful strikes for the union or closed shop was 36.84 (34.62 in 1909) as against 63.16 per cent unsuccessful (65.38 in 1909), while strikes for the union shop combined with other causes failed in 48.65 per cent (81.82 in 1909) of the establishments.

A more satisfactory method of comparing the results of strikes is by taking the number of persons engaged in successful and partly successful strikes, rather than the establishments involved, as a basis. In strikes for increased wages, 19.19 per cent of the employees concerned were successful (28.59 in 1909) and 16.35 per cent partly successful (49.25 in 1909), these proportions in 1910 being considerably smaller than those for all classes of strikes combined. Strikes against a reduction in wages were noticeably unsuccessful, only 16.58 per cent of the employees engaged in such strikes attaining their objects in any degree (1.79 in 1909). Strikes for a reduction in hours were quite successful, 54.02 per cent (58.21 in 1909) of the strikers gaining their demand. Strikes for the union shop were not very successful, the percentage showing 41.78 per cent (42.69 in 1909) of the employees attaining that object.

(d) *Results According to Duration.* — Of all the strikes which took place during 1910, those which occurred in 32.72 per cent (39.41 in 1909) of the establishments resulted in entire success. Short strikes, lasting one week or less, were somewhat more successful than all strikes combined, 35.06 per cent (43.36 in 1909) being wholly successful. Strikes lasting two weeks or less were slightly more successful than all strikes combined, 34.84 per cent (43.10

in 1909) being wholly successful. It must be borne in mind, however, that the results for all strikes are themselves greatly affected by the short strikes, which are more numerous than the long ones. The proportion of partly successful strikes among those lasting one week or less was smaller than the proportion for the entire number of strikes, while the proportion of those lasting two weeks or less was slightly larger. Of the strikes which lasted more than 30 days only 8.33 per cent (33.33 in 1909) were wholly successful, while 72.22 per cent (46.67 in 1909) resulted in total failure.

In short and long strikes the relative figures with regard to the percentage of *strikers* who were successful or unsuccessful show similar results and confirm the conclusions already stated. Generally speaking, strikes lasting one week or less (or two weeks or less) are slightly different in their results, as measured by this standard, from all strikes combined. Strikes lasting more than thirty days showed an extremely low proportion of wholly successful strikers, 9.43 per cent (0.41 in 1909), as compared with 25.34 per cent (28.75 in 1909) for all strikes, while the proportion of those who failed altogether, 79.27 per cent (96.55 in 1909), was considerably greater than the proportion of strikers who were unsuccessful in all strikes combined, 51.77 per cent (45.13 in 1909).

(e) *Results of Single and General Strikes.* — The proportion of strikes in single establishments which resulted in entire success was 32.81 per cent (29.61 in 1909); in partial success, 10.05 per cent (15.78 in 1909); and in entire failure, 57.14 per cent (54.61 in 1909); while of strikes involving several establishments 32.67 per cent (44.00 in 1909) were wholly successful, 32.67 per cent (12.62 in 1909) were partially successful, and only 34.66 (43.38 in 1909) entirely unsuccessful.

5. METHODS OF SETTLEMENT.¹

The most common method of settling strikes was by direct negotiations between the employer and the employee or their representatives. In 322, or 59.52 per cent (53.04 in 1909), of all the establishments the strikes were settled by direct negotiations between the employers and employees. The number of strikers in strikes

¹ Statistical tables relative to the methods of settlement will be found on pages 148 and 149, *post*.

settled in this manner was 7,593, or 56.50 per cent (53.59 in 1909) of the total number of strikers. There were 18 establishments, or 3.32 per cent (1.26 in 1909) of all the establishments affected by strikes, in which the disputes were settled by arbitration, and 173 strikers, or 1.29 per cent (19.77 in 1909) of all the strikers, were in disputes which were settled in this manner. There were 138, or 25.51 per cent (34.59 in 1909) of the establishments, in which the strikes were settled by filling the places of the strikers. There were 63 establishments in which the strikes were settled by other methods.

Of the 322 establishments in which the strikes were settled by direct negotiations, 169 were in the building trades and 60 in the boot and shoe industry. Of the 138 establishments in which strikes were settled by filling the places of the strikers, 41 were in the building trades, 18 in the iron and steel industry, and 16 in the cotton goods industry.

STATISTICAL TABLES.

TABLE I. — *Strikes, Establishments Involved, Strikers, Other Employees Thrown out of Work, and Working Days Lost, 1881-1910.*¹

YEARS.	Number of Strikes	Number of Establishments Affected	NUMBER OF EMPLOYEES INVOLVED			Approximate Number of Working Days Lost ²
			Strikers	Other Employees Thrown out of Work	Totals	
1881,	15	35	1,538	806	2,344	-
1882,	26	78	4,781	7,458	12,239	-
1883,	27	45	2,629	1,866	4,495	-
1884,	40	48	3,167	8,563	11,730	-
1885,	53	109	7,103	15,358	22,461	-
1886,	151	836	33,274	10,688	43,962	-
1887,	142	456	20,045	10,842	30,887	-
1888,	100	172	7,725	5,922	13,647	-
1889,	130	288	17,244	11,404	28,648	-
1890,	158	566	15,542	4,523	20,065	-
1891,	145	244	9,611	2,272	11,883	-
1892,	162	585	14,926	3,031	17,957	-
1893,	175	383	8,253	5,267	13,520	-
1894,	131	294	44,245	15,534	59,779	-
1895,	74	223	12,241	3,522	15,763	-
1896,	46	98	3,271	3,336	6,607	-
1897,	65	167	6,529	2,695	9,224	-
1898,	43	90	20,547	9,404	29,951	-
1899,	77	409	8,401	4,210	12,611	-
1900,	79	512	12,024	4,524	16,548	-
1901,	258	954	22,224	4,990	27,214	-
1902,	245	1,733	28,659	12,653	41,312	-
1903,	255	986	38,570	11,315	49,885	1,514,136
1904,	202	1,050	42,843	4,956	47,799	4,044,146
1905,	201	536	10,429	5,436	15,865	161,355
1906,	213	699	17,320	9,418	26,738	372,672
1907,	236	440	16,479	11,186	27,665	452,912
1908,	98	473	8,007	14,539	22,546	325,015
1909,	183	477	12,456	9,107	21,563	228,363
1910,	242	541	13,439	13,737	27,176	312,674
Totals,	3,972	13,527	463,522	228,562	692,084	²7,411,273

¹ The statistics for the years 1881 to 1902 were compiled from the tabulation sheets of the United States Bureau of Labor.

² The total in this column is only for the years 1903-1910.

TABLE 2. — *Strikes, Establishments Involved, Strikers, Other Employees Thrown out of Work, and Working Days Lost: By Industries.*

INDUSTRIES.	Number of Strikes	Number of Establish- ments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Other Employees Thrown out of Work	Totals	
Building and Stone Working.						
Building trades,	62	227	2,928	348	3,276	34,890
Building and street labor,	11	26	1,401	650	2,051	14,733
Stone working,	2	2	50	3	53	191
Clothing.						
Boots and shoes,	50	76	1,767	6,048	7,815	86,338
Buttons, combs, etc.,	1	1	10	—	10	100
Garments,	10	30	487	301	788	18,315
Hats and caps,	1	1	8	2	10	90
Food, Liquors, and Tobacco.						
Food products,	2	2	22	—	22	27
Liquors,	1	3	78	—	78	39
Leather and Rubber Goods.						
Leather and leather goods,	4	4	130	—	130	580
Rubber and gutta percha goods, . .	2	2	26	—	26	65
Metals, Machinery, and Ship- building.						
Iron and steel manufactures, . . .	15	43	1,220	106	1,326	29,795
Miscellaneous metal manufactures, .	6	6	116	9	125	759
Shipbuilding,	2	3	90	—	90	1,360
Printing and Allied Trades.						
Printing and publishing,	2	5	16	—	16	16
Lithographing and engraving, . . .	1	13	204	—	204	6,627
Public Employment.						
State employees,	1	1	10	—	10	40
Restaurants and Trade.						
Hotels and restaurants,	1	1	7	—	7	77
Trade,	6	16	50	—	50	317
Textiles.						
Bleaching, dyeing, and printing, . .	2	2	74	—	74	128
Cotton goods,	32	44	3,216	4,916	8,132	75,142
Flax, hemp, and jute goods,	3	3	236	89	325	638
Woolen and worsted goods,	13	13	520	888	1,408	35,371
Transportation.						
Railroads,	3	3	261	356	617	4,045
Teaming,	2	5	132	1	133	266
Freight handling,	2	2	205	—	205	335
Wooden Manufactures.						
Wooden manufactures,	2	4	82	10	92	1,905
Miscellaneous.						
Chemicals,	2	2	23	—	23	45
Paper and paper goods,	1	1	70	10	80	440
All Industries,	242	541	13,439	13,737	27,176	312,674

TABLE 3. — *Percentages of Strikes, Establishments Involved, Strikers, Other Employees Thrown out of Work, and Working Days Lost: By Industries.*

INDUSTRIES.	PERCENTAGES OF —					Working Days Lost
	Strikes	Es- tablish- ments	EMPLOYEES INVOLVED			
			Strikers	Employees Thrown out of Work	Totals	
Building and Stone Working.						
Building trades,	25.62	41.96	21.79	2.53	12.05	11.16
Building and street labor,	4.54	4.81	10.42	4.73	7.55	4.71
Stone working,	0.83	0.37	0.37	0.02	0.19	0.06
Clothing.						
Boots and shoes,	20.66	14.05	13.15	44.03	28.76	27.61
Buttons, combs, etc.,	0.41	0.18	0.08		0.04	0.03
Garments,	4.13	5.55	3.62	2.19	2.90	5.86
Hats and caps,	0.41	0.18	0.06	0.02	0.04	0.03
Food, Liquors, and Tobacco.						
Food products,	0.83	0.37	0.16	—	0.08	0.01
Liquors,	0.41	0.56	0.58	—	0.29	0.01
Leather and Rubber Goods.						
Leather and leather goods,	1.65	0.74	0.97	—	0.48	0.19
Rubber and gutta percha goods,	0.83	0.37	0.19	—	0.10	0.02
Metals, Machinery, and Ship- building.						
Iron and steel manufactures,	6.20	7.95	9.08	0.77	4.88	9.53
Miscellaneous metal manufactures,	2.48	1.11	0.86	0.07	0.46	0.24
Shipbuilding,	0.83	0.56	0.67	—	0.33	0.44
Printing and Allied Trades.						
Printing and publishing,	0.83	0.92	0.12	—	0.06	0.01
Lithographing and engraving,	0.41	2.40	1.52	—	0.75	2.12
Public Employment.						
State,	0.41	0.18	0.08	—	0.04	0.01
Restaurants and Trade.						
Hotels and restaurants,	0.41	0.18	0.05	—	0.03	0.03
Trade,	2.48	2.96	0.37	—	0.18	0.10
Textiles.						
Bleaching, dyeing, and printing,	0.83	0.37	0.55	—	0.27	0.04
Cotton goods,	13.22	8.13	23.93	35.79	29.92	24.03
Flax, hemp, and jute goods,	1.24	0.56	1.76	0.65	1.20	0.20
Woolen and worsted goods,	5.37	2.40	3.87	6.46	5.18	11.31
Transportation.						
Railroads,	1.24	0.56	1.94	2.59	2.27	1.29
Teaming,	0.83	0.92	0.98	0.01	0.49	0.09
Freight handling,	0.83	0.37	1.53	—	0.75	0.11
Wooden Manufactures.						
Wood turning and carving,	0.83	0.74	0.61	0.07	0.34	0.61
Miscellaneous.						
Chemicals,	0.83	0.37	0.17	—	0.08	0.01
Paper and paper goods,	0.41	0.18	0.52	0.07	0.29	0.14
All Industries,	100.00	100.00	100.00	100.00	100.00	100.00

TABLE 4. — *Attack Strikes.*

INDUSTRIES.	Number of Strikes	Number of Establish- ments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Other Employees Thrown out of Work	Totals	
Building and Stone Working.						
Building trades,	55	218	2,795	348	3,143	34,562
Building and street labor,	9	24	1,270	635	1,905	14,111
Stone working,	1	1	4	3	7	7
Clothing.						
Boots and shoes,	35	61	1,360	4,498	5,858	66,206
Buttons, combs, etc.,	1	1	10	—	10	100
Garments,	3	23	338	276	614	15,743
Hats and caps,	1	1	8	2	10	90
Food, Liquors, and Tobacco.						
Food products,	1	1	5	—	5	10
Liquors,	1	3	78	—	78	39
Leather and Rubber Goods.						
Leather and leather goods,	2	2	92	—	92	202
Rubber and gutta percha goods, . .	1	1	13	—	13	26
Metals, Machinery, and Ship- building.						
Iron and steel manufactures,	12	40	921	62	983	26,328
Miscellaneous metal manufactures, .	3	3	54	9	63	481
Shipbuilding,	1	2	30	—	30	580
Printing and Allied Trades.						
Printing and publishing,	2	5	16	—	16	16
Lithographing and engraving, . . .	1	13	204	—	204	6,627
Public Employment.						
State employees,	1	1	10	—	10	40
Restaurants and Retail Trade.						
Trade,	4	10	42	—	42	229
Textiles.						
Bleaching, dyeing, and printing, . .	1	1	6	—	6	60
Cotton goods,	12	24	1,258	2,132	3,390	25,619
Flax, hemp, and jute goods,	2	2	215	89	304	344
Woolen and worsted goods,	8	8	316	426	742	5,141
Transportation.						
Railroads,	3	3	261	356	617	4,045
Teaming,	2	5	132	1	133	266
Freight handling,	2	2	205	—	205	335
Wooden Manufactures.						
Wood turning and carving,	2	4	82	10	92	1,905
Miscellaneous.						
Chemicals,	2	2	23	—	23	45
All Industries,	168	461	9,748	8,847	18,595	203,157

TABLE 5. — *Defense Strikes.*

INDUSTRIES.	Number of Strikes	Number of Establish- ments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Other Employees Thrown out of Work	Totals	
Building and Stone Working.						
Building trades,	7	9	133	-	133	328
Building and street labor,	2	2	131	15	146	622
Stone working,	1	1	46	-	46	184
Clothing.						
Boots and shoes,	15	15	407	1,550	1,957	20,132
Garments,	7	7	149	25	174	2,572
Food, Liquors, and Tobacco.						
Food products,	1	1	17	-	17	17
Leather and Rubber Goods.						
Leather and leather goods,	2	2	38	-	38	378
Rubber and gutta percha goods,	1	1	13	-	13	39
Metals, Machinery, and Ship- building.						
Iron and steel manufactures,	3	3	299	44	343	3,467
Miscellaneous metal manufactures,	3	3	62	-	62	278
Shipbuilding,	1	1	60	-	60	780
Restaurants and Retail Trade.						
Hotels and restaurants,	1	1	7	-	7	77
Trade,	2	6	8	-	8	88
Textiles.						
Bleaching, dyeing, and printing,	1	1	68	-	68	68
Cotton goods,	20	20	1,958	2,784	4,742	49,523
Flax, hemp, and jute goods,	1	1	21	-	21	294
Woolen and worsted goods,	5	5	204	462	666	30,230
Miscellaneous.						
Paper and paper goods,	1	1	70	10	80	440
All Industries,	74	80	3,691	4,890	8,581	109,517

TABLE 6. — *Strikes, Establishments Involved, Strikers, Other Employees Thrown out of Work, and Working Days Lost: By Localities.*

LOCALITIES.	Number of Strikes ¹	Number of Establishments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Other Employees Thrown out of Work	Totals	
The State.	242	541	13,439	13,737	27,176	312,674
Adams,	2	2	192	245	437	1,846
Amesbury,	2	2	42	—	42	258
Athol,	2	2	212	—	212	1,236
Attleborough,	2	11	31	—	31	136
Auburn,	1	1	30	40	70	840
Barre,	1	1	10	—	10	10
BEVERLY,	2	5	292	11	303	1,018
BOSTON,	46 ²	127	3,385	1,470	4,855	102,835
BROCKTON,	2	18	36	—	36	164
Brookline,	—	1	2	—	2	4
CAMBRIDGE,	1	3	136	—	136	4,900
CHELSEA,	1	3	55	958	1,013	12,385
CHICOPEE,	2	2	80	—	80	240
Clinton,	3	3	75	170	245	1,967
Dalton,	2	2	78	10	88	488
Easthampton,	1	2	9	—	9	54
FALL RIVER,	23	93	1,539	1,816	3,355	29,123
FITCHBURG,	4	6	164	—	164	812
Franklin,	1	1	19	11	30	360
GLOUCESTER,	3	9	98	4	102	724
Grafton,	2	2	25	15	40	142
Hardwick,	1	1	135	110	245	1,710
HAVERHILL,	4	4	73	500	573	9,692
Holden,	1	1	26	—	26	26
HOLYOKE,	6	16	260	57	317	3,673
Hudson,	2	2	65	354	419	11,813
Huntington,	1	1	40	90	130	1,300
LAWRENCE,	7	11	411	120	531	3,766
Leominster,	2	2	26	—	26	31
LOWELL,	7	8	634	1,953	2,587	14,698
Ludlow,	2	2	215	89	304	344
LYNN,	28	50	593	1,892	2,485	19,535
MALDEN,	1	1	25	—	25	225
Marblehead,	4	5	68	127	195	1,060
Marion,	1	1	46	—	46	184
MARLBOROUGH,	3	12	119	625	744	3,755
Methuen,	1	1	20	—	20	100
Millbury,	2	2	30	—	30	120

¹ General strikes involving more than one city or town have been tabulated under the locality most affected. Statistics of establishments, strikers, employees thrown out of work, and working days lost, have been tabulated under the specific locality in which the establishments were located.

² Five of these strikes were general, involving establishments located also in Brookline, Cambridge, Chelsea, New Bedford, Newton, Norwood, Revere, Springfield, and Worcester.

TABLE 6. — *Strikes, Establishments Involved, Strikers, Other Employees Thrown out of Work, and Working Days Lost: By Localities — Concluded.*

LOCALITIES.	Number of Strikes	Number of Establish- ments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Other Employees Thrown out of Work	Totals	
The State — Con.						
NEW BEDFORD,	8	27	1,522	1,060	2,582	36,799
NEWBURYPORT,	2	2	14	—	14	108
NEWTON,	2	3	150	30	180	690
NORTH ADAMS,	2	2	74	—	74	74
North Andover,	2	2	75	10	85	1,502
North Attleborough,	1	2	47	—	47	162
North Brookfield,	1	1	21	—	21	294
Norton,	1	1	39	49	88	127
Norwood,	—	1	4	—	4	4
Peabody,	1	1	82	—	82	82
Revere,	—	1	18	—	18	18
SALEM,	7	11	578	1,595	2,173	27,644
Sharon,	1	1	8	—	8	8
Southbridge,	1	1	6	—	6	60
South Hadley,	1	1	55	—	55	385
Spencer,	1	1	7	—	7	21
SPRINGFIELD,	5	6	69	—	69	120
TAUNTON,	3	10	54	132	186	973
Upton,	1	1	16	—	16	32
WALTHAM,	1	1	34	—	34	34
Watertown,	2	2	52	73	125	698
Webster,	3	3	592	43	635	7,092
Westfield,	1	1	7	—	7	7
Winchester,	2	3	73	6	79	889
WOBURN,	2	2	55	—	55	360
WORCESTER,	14	37	426	72	498	2,072
In General,	1	1	65	—	65	845

TABLE 7. — *Strikes and Establishments Involved in Strikes Ordered by Labor Organizations and not so Ordered: By Industries.*

INDUSTRIES.	STRIKES				ESTABLISHMENTS INVOLVED IN STRIKES			
	ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS		ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS	
	Num-ber	Percent-ages	Num-ber	Percent-ages	Num-ber	Percent-ages	Num-ber	Percent-ages
Building and Stone Working.								
Building trades,	48	77.42	14	22.58	207	91.19	20	8.81
Building and street labor, . .	4	36.36	7	63.64	18	69.23	8	30.77
Stone working,	—	—	2	100.00	—	—	2	100.00
Clothing.								
Boots and shoes,	35	70.00	15	30.00	61	80.26	15	19.74
Buttons, combs, etc.,	—	—	1	100.00	—	—	1	100.00
Garments,	5	62.50	3	37.50	25	89.29	3	10.71
Hats and caps,	1	100.00	—	—	1	100.00	—	—
Food, Liquors, and Tobacco.								
Food products,	1	50.00	1	50.00	1	50.00	1	50.00
Liquors,	1	100.00	—	—	3	100.00	—	—
Leather and Rubber Goods.								
Leather and leather goods, . .	—	—	4	100.00	—	—	4	100.00
Rubber and gutta percha goods,	—	—	2	100.00	—	—	2	100.00
Metals, Machinery, and Shipbuilding.								
Iron and steel manufactures, .	10	66.67	5	33.33	38	88.37	5	11.63
Miscellaneous metal manufactures, . .	1	16.67	5	83.33	1	16.67	5	83.33
Shipbuilding,	1	50.00	1	50.00	2	66.67	1	33.33
Printing and Allied Trades.								
Printing and publishing, . . .	1	50.00	1	50.00	4	80.00	1	20.00
Lithographing and engraving, .	1	100.00	—	—	13	100.00	—	—
Public Employment.								
State,	—	—	1	100.00	—	—	1	100.00
Restaurants and Trade.								
Hotels and restaurants,	1	100.00	—	—	1	100.00	—	—
Trade,	3	60.00	2	40.00	9	60.00	6	40.00
Textiles.								
Bleaching, dyeing, and printing,	1	50.00	1	50.00	1	50.00	1	50.00
Cotton goods,	1	3.12	31	96.88	13	29.55	31	70.45
Flax, hemp, and jute goods, . .	—	—	3	100.00	—	—	3	100.00
Woolen and worsted goods, . .	1	7.69	12	92.31	1	7.69	12	92.31
Transportation.								
Railroads,	1	33.33	2	66.67	1	33.33	2	66.67
Teaming,	1	50.00	1	50.00	4	80.00	1	20.00
Freight handling,	—	—	2	100.00	—	—	2	100.00
Wooden Manufactures.								
Wood turning and carving, . . .	2	100.00	—	—	4	100.00	—	—
Miscellaneous.								
Chemicals,	1	50.00	1	50.00	1	50.00	1	50.00
Paper and paper goods,	—	50.00	1	50.00	—	50.00	1	50.00
All Industries,	121	50.63	118	49.37	4.09	76.02	129	23.98

TABLE 8. — *Strikers and Other Employees Thrown out of Work in Establishments Involved in Strikes Ordered by Labor Organizations and not so Ordered: By Industries.*

INDUSTRIES.	STRIKERS IN STRIKES —				OTHER EMPLOYEES THROWN OUT OF WORK BY STRIKES —			
	ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS		ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS	
	Num-ber	Percent-ages	Num-ber	Percent-ages	Num-ber	Percent-ages	Num-ber	Percent-ages
Building and Stone Working.								
Building trades,	2,690	91.87	238	8.13	317	91.09	31	8.91
Building and street labor, . .	1,104	78.80	297	21.20	594	91.38	56	8.62
Stone working,	—	—	50	100.00	—	—	3	100.00
Clothing.								
Boots and shoes,	1,449	82.00	318	18.00	4,275	70.68	1,773	29.32
Buttons, combs, etc.,	—	—	10	100.00	—	—	—	—
Garments,	379	91.33	36	8.67	287	95.35	14	4.65
Hats and caps,	8	100.00	—	—	2	100.00	—	—
Food, Liquors, and Tobacco.								
Food products,	17	77.27	5	22.73	—	—	—	—
Liquors,	78	100.00	—	—	—	—	—	—
Leather and Rubber Goods.								
Leather and leather goods, . .	—	—	130	100.00	—	—	—	—
Rubber and gutta percha goods,	—	—	26	100.00	—	—	—	—
Metals, Machinery, and Shipbuilding.								
Iron and steel manufacture, . .	891	73.03	329	26.97	79	74.53	27	25.47
Miscellaneous metal manufactures,	17	14.66	99	85.34	9	100.00	—	—
Shipbuilding,	30	33.33	60	66.67	—	—	—	—
Printing and Allied Trades.								
Printing and publishing, . . .	10	62.50	6	37.50	—	—	—	—
Lithographing and engraving, .	204	100.00	—	—	—	—	—	—
Public Employment.								
State,	—	—	10	100.00	—	—	—	—
Restaurants and Trade.								
Hotels and restaurants,	7	100.00	—	—	—	—	—	—
Trade,	20	43.48	26	56.52	—	—	—	—
Textiles.								
Bleaching, dyeing, and printing,	6	8.11	68	91.89	—	—	—	—
Cotton goods,	72	2.24	3,144	97.76	—	—	4,916	100.00
Flax, hemp, and jute goods, . .	—	—	236	100.00	—	—	89	100.00
Woolen and worsted goods, . . .	30	5.77	490	94.23	40	4.50	848	95.50
Transportation.								
Railroads,	65	24.90	196	75.10	—	—	356	100.00
Teaming,	92	69.70	40	30.30	1	100.00	—	—
Freight handling,	—	—	205	100.00	—	—	—	—
Wooden Manufactures.								
Wood turning and carving, . . .	82	100.00	—	—	10	100.00	—	—
Miscellaneous.								
Chemicals,	2	8.70	21	91.30	—	—	—	—
Paper and paper goods,	—	—	70	100.00	—	—	10	100.00
All Industries,	7,253	54.28	6,110	45.72	5,614	40.87	8,123	59.13

TABLE 9. — *Number and Percentage of Employees of Each Sex Striking: By Industries.*

INDUSTRIES.	STRIKERS			
	MALES		FEMALES	
	Number	Percent-ages	Number	Percent-ages
Building and Stone Working.				
Building trades,	2,928	100.00	—	—
Building and street labor,	1,401	100.00	—	—
Stone working,	50	100.00	—	—
Clothing.				
Boots and shoes,	1,530	86.59	237	13.41
Buttons, combs, etc.,	10	100.00	—	—
Garments,	394	80.90	93	19.10
Hats and caps,	7	87.50	1	12.50
Food, Liquors, and Tobacco.				
Food products,	19	86.36	3	13.64
Liquors,	78	100.00	—	—
Leather and Rubber Goods.				
Leather and leather goods,	130	100.00	—	—
Rubber and gutta percha goods,	26	100.00	—	—
Metals, Machinery, and Shipbuilding.				
Iron and steel manufacture,	1,212	99.34	8	0.66
Miscellaneous metal manufactures,	116	100.00	—	—
Shipbuilding,	90	100.00	—	—
Printing and Allied Trades.				
Printing and publishing,	15	93.75	1	6.25
Lithographing and engraving,	204	100.00	—	—
Public Employment.				
State,	10	100.00	—	—
Restaurants and Trade.				
Hotels and restaurants,	7	100.00	—	—
Trade,	50	100.00	—	—
Textiles.				
Bleaching, dyeing, and printing,	6	8.11	68	91.89
Cotton goods,	1,938	60.26	1,278	39.74
Flax, hemp, and jute goods,	87	36.86	149	63.14
Woolen and worsted goods,	185	35.58	335	64.42
Transportation.				
Railroads,	261	100.00	—	—
Teaming,	132	100.00	—	—
Freight handling,	205	100.00	—	—
Wooden Manufactures.				
Wood turning and carving,	82	100.00	—	—
Miscellaneous.				
Chemicals,	23	100.00	—	—
Paper and paper goods,	—	—	70	100.00
All Industries,	11,196	83.31	2,243	16.69

TABLE 10. — *Number of Employees of Each Sex Before Strike in Establishments in which Strikes Occurred, and Number and Percentage of Employees of Each Sex Striking: By Industries.*

INDUSTRIES.	MALES			FEMALES		
	Employ- ees Before Strike	Strikers	Percent- ages of Employ- ees Striking	Employ- ees Before Strike	Strikers	Percent- ages of Employ- ees Striking
Building and Stone Working.						
Building trades,	5,976	2,928	49.00	—	—	—
Building and street labor,	2,758	1,401	50.80	—	—	—
Stone working,	84	50	59.52	—	—	—
Clothing.						
Boots and shoes,	15,494	1,530	9.87	9,464	237	2.50
Buttons, combs, etc.,	110	10	9.09	10	—	—
Garments,	480	394	82.08	876	93	10.62
Hats and caps,	8	7	87.50	2	1	50.00
Food, Liquors, and Tobacco.						
Food products,	236	19	8.05	3	3	100.00
Liquors,	78	78	100.00	—	—	—
Leather and Rubber Goods.						
Leather and leather goods,	466	130	27.90	—	—	—
Rubber and gutta percha goods,	2,500	26	1.04	1,850	—	—
Metals, Machinery, and Ship- building.						
Iron and steel manufactures,	5,902	1,212	20.54	827	8	0.97
Miscellaneous metal manufactures,	810	116	14.32	44	—	—
Shipbuilding,	200	90	45.00	—	—	—
Printing and Allied Trades.						
Printing and publishing,	205	15	7.31	108	1	0.93
Lithographing and engraving,	542	204	37.64	20	—	—
Public Employment.						
State employees,	70	10	14.29	80	—	—
Restaurants and Trade.						
Hotels and restaurants,	40	7	17.50	163	—	—
Trade,	96	50	52.08	4	—	—
Textiles.						
Bleaching, dyeing, and printing,	1,005	6	0.60	199	68	34.17
Cotton goods,	22,745	1,938	8.52	17,377	1,278	7.35
Flax, hemp, and jute goods,	2,442	87	3.56	3,017	149	4.94
Woolen and worsted goods,	2,675	185	6.92	2,173	335	15.42
Transportation.						
Railroads,	889	261	29.36	—	—	—
Teaming,	134	132	98.51	—	—	—
Freight handling,	285	205	71.93	—	—	—
Wooden Manufactures.						
Wooden manufactures,	193	82	42.49	—	—	—
Miscellaneous.						
Chemicals,	139	23	16.55	—	—	—
Paper and paper goods,	83	—	—	102	70	68.63
All Industries,	66,645	11,196	16.80	36,319	2,243	6.18

TABLE 11. — *Number and Percentage of Employees of Each Sex Striking:
By Localities.*

LOCALITIES.	STRIKERS			
	MALES		FEMALES	
	Number	Percent- ages	Number	Percent- ages
The State.	11,196	83.31	2,243	16.69
Adams,	106	55.21	86	44.79
Amesbury,	42	100.00	—	—
Athol,	212	100.00	—	—
Attleborough,	31	100.00	—	—
Auburn,	30	100.00	—	—
Barre,	2	20.00	8	80.00
BEVERLY,	154	52.74	138	47.26
BOSTON,	3,210	94.83	175	5.17
BROCKTON,	36	100.00	—	—
Brookline,	2	100.00	—	—
CAMBRIDGE,	136	100.00	—	—
CHELSEA,	50	90.91	5	9.09
CHICOPEE,	30	37.50	50	62.50
Clinton,	75	100.00	—	—
Dalton,	8	10.26	70	89.74
Easthampton,	9	100.00	—	—
FALL RIVER,	1,181	76.74	358	23.26
FITCHBURG,	64	39.02	100	60.98
Franklin,	19	100.00	—	—
GLOUCESTER,	98	100.00	—	—
Grafton,	25	100.00	—	—
Hardwick,	—	—	135	100.00
HAVERHILL,	73	100.00	—	—
Holden,	—	—	26	100.00
HOLYOKE,	252	96.92	8	3.08
Hudson,	65	100.00	—	—
Huntington,	30	75.00	10	25.00
LAWRENCE,	295	71.78	116	28.22
Leominster,	26	100.00	—	—
LOWELL,	577	91.01	57	8.99
Ludlow,	75	34.88	140	65.12
LYNN,	560	94.44	33	5.56
MALDEN,	25	100.00	—	—
Marblehead,	51	75.00	17	25.00
Marion,	46	100.00	—	—
MARLBOROUGH,	119	100.00	—	—
Methuen,	20	100.00	—	—
Millbury,	30	100.00	—	—
NEW BEDFORD,	1,192	78.32	330	21.68
NEWBURYPORT,	14	100.00	—	—
NEWTON,	150	100.00	—	—
NORTH ADAMS,	5	6.76	69	93.24
North Andover,	75	100.00	—	—
North Attleborough,	47	100.00	—	—
North Brookfield,	12	57.14	9	42.86
Norton,	39	100.00	—	—
Norwood,	4	100.00	—	—
Peabody,	82	100.00	—	—
Revere,	18	100.00	—	—
SALEM,	534	92.39	44	7.61
Sharon,	8	100.00	—	—
Southbridge,	6	100.00	—	—
South Hadley,	38	69.09	17	30.91
Spencer,	7	100.00	—	—
SPRINGFIELD,	69	100.00	—	—
TAUNTON,	54	100.00	—	—
Upton,	16	100.00	—	—
WALTHAM,	34	100.00	—	—
Watertown,	52	100.00	—	—
Webster,	368	62.16	224	37.84
Westfield,	7	100.00	—	—
Winchester,	73	100.00	—	—
WOBURN,	55	100.00	—	—
WORCESTER,	408	95.77	18	4.23
In General,	65	100.00	—	—

TABLE 12. — *Number of Strikes Classified by Number of Strikers and Total Number of Employees Affected.*

NUMBER OF STRIKERS.		Number of Strikes	TOTAL NUMBER OF EMPLOYEES AFFECTED. ¹		Number of Strikes
Less than 26,	. . . . .	125	Less than 26,	. . . . .	104
26 to 50,	. . . . .	51	26 to 50,	. . . . .	46
51 to 100,	. . . . .	38	51 to 100,	. . . . .	37
101 to 200,	. . . . .	14	101 to 200,	. . . . .	22
201 to 300,	. . . . .	5	201 to 300,	. . . . .	11
301 to 400,	. . . . .	5	301 to 400,	. . . . .	3
501 to 600,	. . . . .	2	401 to 500,	. . . . .	5
601 to 700,	. . . . .	2	501 to 600,	. . . . .	5
Total,	. . . . .	242	601 to 700,	. . . . .	2
			701 to 800,	. . . . .	1
			801 to 900,	. . . . .	1
			901 to 1,000,	. . . . .	1
			1,101 to 1,200,	. . . . .	1
			1,201 to 1,300,	. . . . .	2
			2,101 to 2,200,	. . . . .	1
			Total,	. . . . .	242

¹ Includes strikers and other employees thrown out of work.

TABLE 13. — *Number and Percentage of Strikes Due Wholly or Partly to Specified Cause.*¹

[NOTE. — This table shows the number and percentage of strikes and establishments and strikers involved in strikes due solely to each cause, and also strikes in which each cause was only a partial or contributing cause. Strikes resulting from two or more causes have been counted under each of those causes combined with various other causes, — thus, for example, strikes for increase in wages and reduction in hours have been included in the cause "for increase in wages combined with other causes" and also in the cause "for reduction in hours combined with other causes," as such strikes were due in part to both of these causes. The total number of separate causes of strikes was 277; the total number of separate causes of strikes, as measured by the number of establishments in which strikes occurred, was 726; and the total number of separate causes, as measured by the strikers, was 15,829. In the totals for each class of causes, which are printed in full-face type, for example, under "Wages" a strike "for increase in wages" and "for change in system of payment" is included only once under the heading "Wages" and not under "Wages Combined with Other Causes." In view of this explanation it will be noted that the figures under the general causes, as, for example, "Wages," while representing totals are not the sum of the figures under each of the sub-headings. The percentages in full-face type are therefore computed by dividing the total number of strikes, establishments, and strikers by 269 strikes, 688 establishments, and 15,135 strikers respectively.]

CAUSES OR OBJECTS.	STRIKES (Total Strikes, 242)		ESTABLISHMENTS (Total Estab- lishments, 541)		STRIKERS (Total Strikers, 13,439)	
	Num- ber	Percent- ages	Num- ber	Percent- ages	Num- ber	Percent- ages
Wages.	122	45.35	239	34.74	7,301	48.24
Wages Combined with Other Causes,	25	9.29	133	19.33	1,621	10.71
For increase,	78	28.16	191	26.31	4,929	31.14
For increase combined with other causes,	25	9.03	133	19.32	1,661	10.49
Against decrease,	25	9.03	25	3.44	1,665	10.52
System of payment,	8	2.89	8	1.10	130	0.82
System of payment combined with other causes,	3	1.08	3	0.41	138	0.87
Readjustment of rates,	4	1.44	4	0.55	157	0.99
Other,	6	2.17	10	1.38	365	2.31
Hours of Labor.	15	5.53	56	8.14	616	4.07
Hours Combined with Other Causes,	17	6.32	107	15.55	1,051	6.94
For decrease,	14	5.05	55	7.57	609	3.85
For decrease combined with other causes,	17	6.14	107	14.74	1,051	6.64
Against increase,	1	0.36	1	0.14	7	0.05
Other questions concerning hours combined with other causes,	1	0.36	4	0.55	56	0.35
Employment of Particular Classes or Persons.	30	11.15	34	4.94	990	6.54
Employment of Particular Classes or Persons Combined with Other Causes,	1	0.37	1	0.15	5	0.03
Employment of apprentices (not involving trade union rules),	1	0.36	1	0.14	40	0.25
For reinstatement of discharged employees,	15	6.50	22	3.03	603	3.81
Against employment of certain officials,	7	2.53	7	0.96	244	1.54
Against employment of certain officials combined with other causes,	1	0.36	1	0.14	5	0.03
Other,	4	1.44	4	0.55	103	0.65
Working Conditions.	9	3.35	13	1.89	895	5.91
For change in existing arrangements,	6	2.17	10	1.38	816	5.16
Against change in existing arrangements,	3	1.08	3	0.41	79	0.50
Trade Unionism.	35	13.01	51	7.41	1,369	9.05
Trade Unionism Combined with Other Causes,	9	3.35	39	5.67	640	4.23
For closed shop,	24	8.66	38	5.23	1,132	7.15
For closed shop combined with other causes,	7	2.53	37	5.10	553	3.49
Disputes regarding matters of trade jurisdiction,	1	0.36	1	0.14	4	0.03
Recognition of union,	3	1.08	5	0.69	67	0.42
Recognition of union combined with other causes,	5	1.81	19	2.62	507	3.20
Apprentice rules,	1	0.36	1	0.14	6	0.04
Apprentice rules combined with other causes,	2	0.72	15	2.07	95	0.60
Other union rules,	6	2.17	6	0.83	160	1.01

¹ The totals printed in italics in the box headings are the actual totals obtained by counting each strike, striker, and establishment but once.

TABLE 13. — *Number and Percentage of Strikes Due Wholly or Partly to Specified Cause — Concluded.*

CAUSES OR OBJECTS.	STRIKES (Total Strikes, 242)		ESTABLISHMENTS (Total Estab- lishments, 541)		STRIKERS (Total Strikers, 13,439)	
	Num- ber	Percent- ages	Num- ber	Percent- ages	Num- ber	Percent- ages
Sympathy.						
Sympathy,	5	1.81	14	1.93	607	3.83
Miscellaneous.						
Miscellaneous,	1	0.36	1	0.14	40	0.23

TABLE 14. — *Number and Percentage of Establishments and Strikers Involved in Strikes Due Wholly or Partly to Specified Cause: By Industries.¹*

INDUSTRIES AND CAUSES.	ESTABLISHMENTS		STRIKERS	
	Number	Percent- ages	Number	Percent- ages
Building and Stone Working.				
<i>Building Trades,</i>	352	100.00	3,917	100.00
For increase in wages,	61	17.33	552	14.09
For increase in wages combined with other causes,	85	24.15	740	18.89
Other wage causes,	4	1.14	68	1.74
For decrease in hours of labor,	46	13.07	458	11.69
For decrease in hours combined with other causes,	73	20.74	672	17.16
Other questions concerning hours combined with other causes,	4	1.14	56	1.43
Against employment of certain officials,	2	0.57	18	0.46
Other questions concerning employment,	1	0.28	20	0.51
Against change in existing arrangements,	1	0.28	4	0.10
For closed shop,	18	5.11	838	21.39
For closed shop combined with other causes,	26	7.38	143	3.65
Recognition of union combined with other causes,	7	1.99	23	0.59
Apprentice rules combined with other causes,	15	4.26	95	2.43
Other union rules,	2	0.57	54	1.38
Sympathy,	7	1.99	176	4.49
<i>Building and Street Labor,</i>	46	100.00	2,242	100.00
For increase in wages,	10	21.74	750	33.45
For increase in wages combined with other causes,	11	23.92	452	20.16
Against decrease in wages,	1	2.17	115	5.13
For decrease in hours combined with other causes,	2	4.35	63	2.81
For reinstatement of discharged employees,	1	2.17	16	0.71
Other questions concerning employment,	1	2.17	28	1.25
For closed shop,	1	2.17	26	1.16
For closed shop combined with other causes,	9	19.57	389	17.35
Recognition of union combined with other causes,	9	19.57	389	17.35
Other union rules,	1	2.17	14	0.63
<i>Stone Working,</i>	2	100.00	50	100.00
For reinstatement of discharged employees,	1	50.00	46	92.00
Regarding matters of trade jurisdiction,	1	50.00	4	8.00
Clothing.				
<i>Boots and Shoes,</i>	78	100.00	1,781	100.00
For increase in wages,	35	45.73	717	40.26
For increase in wages combined with other causes,	2	2.56	14	0.79
Against decrease in wages,	2	2.56	35	1.96
System of payment,	2	2.56	18	1.01
Readjustment of rates,	1	1.28	38	2.13
Other wage causes,	1	1.28	6	0.34
For decrease in hours of labor,	1	1.28	6	0.34
For decrease in hours combined with other causes,	2	2.56	14	0.79
For reinstatement of discharged employees,	8	10.27	227	12.75
Against employment of certain officials,	1	1.28	12	0.67

¹ See footnote to Table 13 on page 132, *ante*.

TABLE 14. — *Number and Percentage of Establishments and Strikers Involved in Strikes Due Wholly or Partly to Specified Cause: By Industries — Continued.*

INDUSTRIES AND CAUSES.	ESTABLISHMENTS		STRIKERS	
	Number	Percent-ages	Number	Percent-ages
Clothing — Con.				
<i>Boots and Shoes — Con.</i>				
Other questions concerning employment,	1	1.28	45	2.53
For change in existing arrangements,	5	6.41	113	6.34
For closed shop,	3	3.85	38	2.13
Recognition of union,	2	2.56	20	1.12
Other union rules,	3	3.85	92	5.16
Sympathy,	5	6.41	346	19.43
Miscellaneous,	1	1.28	40	2.25
<i>Buttons, Combs, etc.,</i>	1	100.00	10	100.00
For increase in wages,	1	100.00	10	100.00
<i>Garments,</i>	54	100.00	889	100.00
For increase in wages,	1	1.85	12	1.35
For increase in wages combined with other causes,	22	40.74	319	35.88
Against decrease in wages,	2	3.71	22	2.47
System of payment combined with other causes,	2	3.71	83	9.34
For decrease in hours combined with other causes,	22	40.74	266	29.92
For reinstatement of discharged employees,	3	5.55	44	4.95
Recognition of union combined with other causes,	1	1.85	68	7.65
Sympathy,	1	1.85	75	8.44
<i>Hats and Caps,</i>	3	100.00	24	100.00
For increase in wages combined with other causes,	1	33.34	8	33.34
For closed shop combined with other causes,	1	33.33	8	33.33
Recognition of union combined with other causes,	1	33.33	8	33.33
Food, Liquors, and Tobacco.				
<i>Food Products,</i>	2	100.00	22	100.00
For decrease in hours of labor,	1	50.00	5	22.73
Recognition of union,	1	50.00	17	77.27
<i>Liquors,</i>	3	100.00	78	100.00
Other wage causes,	3	100.00	78	100.00
Leather and Rubber Goods.				
<i>Leather and Leather Goods,</i>	4	100.00	130	100.00
For increase in wages,	1	25.00	82	63.08
For reinstatement of discharged employees,	1	25.00	13	10.00
Against change in existing arrangements,	1	25.00	25	19.23
Sympathy,	1	25.00	10	7.69
<i>Rubber and Gutta Percha Goods,</i>	2	100.00	26	100.00
Readjustment of rates,	1	50.00	13	50.00
For change in existing arrangements,	1	50.00	13	50.00
Metals, Machinery, and Shipbuilding.				
<i>Iron and Steel Manufactures,</i>	47	100.00	1,312	100.00
For increase in wages,	31	65.95	718	54.73
For increase in wages combined with other causes,	4	8.51	92	7.01
System of payment combined with other causes,	1	2.13	55	4.19
Readjustment of rates,	1	2.13	50	3.81
Employment of apprentices (not involving trade union rules),	1	2.13	40	3.05
For reinstatement of discharged employees,	2	4.25	249	18.98
Against employment of certain officials,	1	2.13	17	1.30
Against employment of certain officials combined with other causes,	1	2.13	5	0.38
For change in existing arrangements,	1	2.13	34	2.59
For closed shop,	2	4.25	20	1.52
For closed shop combined with other causes,	1	2.13	13	0.99
Recognition of union combined with other causes,	1	2.13	19	1.45
<i>Miscellaneous Metal Manufactures,</i>	6	100.00	116	100.00
For increase in wages,	1	16.66	17	14.66
System of payment,	3	50.00	62	53.45
For decrease in hours of labor,	1	16.67	30	25.86
Against employment of certain officials,	1	16.67	7	6.03
<i>Shipbuilding,</i>	3	100.00	90	100.00
Against deduction in wages,	1	33.33	60	66.67
Recognition of union,	2	66.67	30	33.33

TABLE 14. — *Number and Percentage of Establishments and Strikers Involved in Strikes Due Wholly or Partly to Specified Cause: By Industries — Concluded.*

INDUSTRIES AND CAUSES.	ESTABLISHMENTS		STRIKERS	
	Number	Percent-ages	Number	Percent-ages
Printing and Allied Trades.				
<i>Printing and Publishing,</i>	5	100.00	16	100.00
For increase in wages,	4	80.00	10	62.50
For closed shop,	1	20.00	6	37.50
<i>Lithographing and Engraving,</i>	13	100.00	204	100.00
For closed shop,	13	100.00	204	100.00
Public Employment.				
<i>State Employees,</i>	1	100.00	10	100.00
For decrease in hours of labor,	1	100.00	10	100.00
Restaurants and Trade.				
<i>Hotels and Restaurants,</i>	1	100.00	7	100.00
Against increase in hours of labor,	1	100.00	7	100.00
<i>Trade,</i>	23	100.00	65	100.00
For increase in wages combined with other causes,	7	30.43	15	23.08
For decrease in hours of labor,	3	13.05	27	41.54
For decrease in hours combined with other causes,	7	30.43	15	23.08
For reinstatement of discharged employees,	6	26.09	8	12.30
Textiles.				
<i>Bleaching, Dyeing, and Printing,</i>	2	100.00	74	100.00
Against decrease in wages,	1	50.00	68	91.89
Apprentice rules,	1	50.00	6	8.11
<i>Cotton Goods,</i>	44	100.00	3,216	100.00
For increase in wages,	23	52.28	1,101	34.24
Against decrease in wages,	15	34.09	1,181	36.72
System of payment,	1	2.27	19	0.59
Readjustment of rates,	1	2.27	56	1.74
Other wage causes,	1	2.27	173	5.38
For change in existing arrangements,	2	4.55	636	19.78
Against change in existing arrangements,	1	2.27	50	1.55
<i>Flax, Hemp, and Jute Goods,</i>	3	100.00	236	100.00
For increase in wages,	1	33.34	40	16.95
System of payment,	1	33.33	21	8.90
Against employment of certain officials,	1	33.33	175	74.15
<i>Woolen and Worsted Goods,</i>	13	100.00	520	100.00
For increase in wages,	5	38.47	241	46.35
Against decrease in wages,	3	23.08	184	35.39
System of payment,	1	7.69	10	1.92
Other wage causes,	1	7.69	40	7.69
Against employment of certain officials,	1	7.69	15	2.88
Other questions concerning employment,	1	7.69	10	1.92
For change in existing arrangements,	1	7.69	20	3.85
Transportation.				
<i>Railroads,</i>	3	100.00	261	100.00
For increase in wages,	3	100.00	261	100.00
<i>Teaming,</i>	5	100.00	132	100.00
For increase in wages,	5	100.00	132	100.00
<i>Freight Handling,</i>	2	100.00	205	100.00
For increase in wages,	2	100.00	205	100.00
Wooden Manufactures.				
<i>Wooden Manufactures,</i>	4	100.00	82	100.00
For increase in wages,	2	50.00	9	10.98
For decrease in hours of labor,	2	50.00	73	89.02
Miscellaneous.				
<i>Chemicals,</i>	3	100.00	44	100.00
For increase in wages,	1	33.34	2	4.54
For increase in wages combined with other causes,	1	33.33	21	47.73
For decrease in hours combined with other causes,	1	33.33	21	47.73
<i>Paper and Paper Goods,</i>	1	100.00	70	100.00
For increase in wages,	1	100.00	70	100.00

TABLE 15. — *Number of Strikers by Sex and Number of Working Days Lost in Strikes Due Wholly or Partly to Specified Cause, Ordered by Labor Organization and not so Ordered.*

CAUSES.	ORDERED BY LABOR ORGANIZATIONS				NOT ORDERED BY LABOR ORGANIZATIONS			
	Working Days Lost by Strikers	STRIKERS			Working Days Lost by Strikers	STRIKERS		
		Males (Total, 6,994)	Fe-males (Total, 259)	Both Sexes (Total, 7,253)		Males (Total, 4,164)	Fe-males (Total, 1,956)	Both Sexes (Total, 6,110)
Wages.								
For increase,	37,493	2,661	148	2,809	18,618	1,661	459	2,120
For increase combined with other causes,	19,872	1,444	3	1,447	1,048	146	-	146
Against decrease,	-	-	-	-	19,290	838	823	1,661
System of payment,	410	10	-	10	685	92	28	120
System of payment combined with other causes,	1,417	70	-	70	-	-	-	-
Readjustment of rates,	1,490	42	8	50	265	77	30	107
Other,	39	78	-	78	1,699	210	77	287
Hours of Labor.								
For decrease,	4,430	531	-	531	204	74	-	74
For decrease combined with other causes,	14,295	903	2	905	1,048	146	-	146
Against increase,	77	7	-	7	-	-	-	-
Other questions concerning hours combined with other causes,	-	-	-	-	288	56	-	56
Employment of Particular Classes or Persons.								
Employment of apprentices (not involving trade union rules),	-	-	-	-	40	40	-	40
For reinstatement of discharged employees,	3,465	239	58	297	1,612	291	15	306
Against employment of certain officials,	24	12	-	12	923	92	140	232
Against employment of certain officials combined with other causes,	20	5	-	5	-	-	-	-
Other,	-	-	-	-	896	90	13	103
Working Conditions.								
For change in existing arrangements,	70	113	-	113	13,868	383	320	703
Against change in existing arrangements,	-	-	-	-	458	29	50	79
Trade Unionism.								
For closed shop,	21,887	1,054	-	1,054	438	77	1	78
For closed shop combined with other causes,	5,381	552	1	553	-	-	-	-
Disputes between classes of employees,	-	-	-	-	4	4	-	4
Recognition of union,	1,497	64	3	67	-	-	-	-
Recognition of union combined with other causes,	3,355	438	1	439	-	-	-	-
Apprentice rules,	60	6	-	6	-	-	-	-
Apprentice rules combined with other causes,	1,796	95	-	95	-	-	-	-
Other union rules,	862	160	-	160	-	-	-	-
Sympathy.								
Sympathy,	7,183	558	39	597	120	10	-	10
Miscellaneous.								
Miscellaneous,	-	-	-	-	80	40	-	40

TABLE 16. — *Establishments, Strikers, Other Employees Thrown out of Work, and Working Days Lost: By Duration in Working Days.*

DURATION IN WORKING DAYS.	Number of Establishments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
		Strikers	Thrown out of Work	Totals	
$\frac{1}{2}$ day,	16	242	—	242	125
1 day,	88	1,295	136	1,431	1,431
2 days,	61	1,180	722	1,902	3,755
3 days,	44	1,070	197	1,267	3,447
4 days,	30	324	1,238	1,562	5,799
5 days,	17	576	1,680	2,256	8,978
6 days (1 week),	72	1,532	517	2,049	12,061
7 days,	10	168	36	204	1,322
8 days,	12	295	461	756	4,822
9 days,	10	413	287	700	6,288
10 days,	15	327	533	860	6,718
11 days,	13	366	—	366	3,455
12 days (2 weeks),	54	2,051	2,975	5,026	44,423
13 days,	4	179	300	479	6,227
14 days,	2	28	—	28	392
15 days,	6	238	70	308	4,620
16 days,	2	25	—	25	400
17 days,	3	68	60	128	2,142
18 days (3 weeks),	13	459	2,069	2,528	37,033
20 days,	4	87	500	587	10,740
21 days,	2	95	19	114	2,149
22 days,	3	67	—	67	1,474
23 days,	3	632	641	1,273	28,635
24 days (4 weeks),	7	87	97	184	4,416
25 days,	4	39	2	41	1,012
26 days,	5	216	70	286	6,476
28 days,	1	5	—	5	140
29 days,	1	52	354	406	11,774
30 days (5 weeks),	3	146	13	159	4,770
32 days,	4	85	—	85	2,720
33 days,	2	67	23	90	2,516
34 days,	2	354	117	471	15,611
36 days (6 weeks),	6	59	63	122	4,422
37 days,	1	21	10	31	937
41 days,	1	10	—	10	410
42 days (7 weeks),	2	13	14	27	1,134
43 days,	1	47	10	57	2,051
45 days,	3	42	30	72	3,390
47 days,	2	8	—	8	319
48 days (8 weeks),	1	7	4	11	528
49 days,	1	130	35	165	8,085
51 days,	1	80	—	80	4,080
57 days,	3	42	—	42	2,394
65 days,	1	30	—	30	1,950
73 days,	1	8	—	8	584
76 days,	2	127	454	581	32,030
87 days,	1	39	—	39	3,393
137 days,	1	8	—	8	1,096
Totals,	541	13,439	13,737	27,176	312,674

TABLE 17. — *Duration of Strikes, Number and Percentage of Establishments Closed, and Average Days Closed: By Industries.*

INDUSTRIES.	Number of Establishments in which Strikes Occurred	Total Duration in Working Days	Average Duration in Each Establishment in Working Days	ESTABLISHMENTS CLOSED BY STRIKE		Total Number of Days Closed	Average Number of Days Closed in Each Establishment
				Number	Percentages of Establishments in which Strikes Occurred		
Building and Stone Working.							
Building trades,	227	1,614	7.1	93	40.97	576	6.2
Building and street labor,	26	131	5.0	7	26.92	20	2.9
Stone working,	2	5	2.5	1	50.00	4	4.0
Clothing.							
Boots and shoes,	76	597	7.9	13	17.10	181	13.9
Buttons, combs, etc.,	1	10	10.0	—	—	—	—
Garments,	30	693	23.1	20	66.67	504	25.2
Hats and caps,	1	9	9.0	1	100.00	9	9.0
Food, Liquors, and Tobacco.							
Food products,	2	3	1.5	—	—	—	—
Liquors,	3	2	0.7	2	66.67	1	0.5
Leather and Rubber Goods.							
Leather and leather goods,	4	31	7.8	—	—	—	—
Rubber and gutta percha goods,	2	5	2.5	—	—	—	—
Metals, Machinery, and Shipbuilding.							
Iron and steel manufactures,	43	831	19.3	13	30.23	47	3.6
Miscellaneous metal manufactures,	6	33	5.5	—	—	—	—
Shipbuilding,	3	49	16.3	1	33.33	16	16.0
Printing and Allied Trades.							
Printing and publishing,	5	5	1.0	—	—	—	—
Lithographing and engraving,	13	443	34.1	1	7.69	16	16.0
Public Employment.							
State employees,	1	4	4.0	—	—	—	—
Restaurants and Trade.							
Hotels and restaurants,	1	11	11.0	—	—	—	—
Trade,	16	136	8.5	1	6.25	47	47.0
Textiles.							
Bleaching, dyeing, and printing,	2	11	5.5	—	—	—	—
Cotton goods,	44	316	7.2	2	4.55	15	7.5
Flax, hemp, and jute goods,	3	17	5.7	—	—	—	—
Woolen and worsted goods,	13	138	10.6	2	15.38	16	8.0
Transportation.							
Railroads,	3	27	9.0	—	—	—	—
Teaming,	5	16	3.2	—	—	—	—
Freight handling,	2	3	1.5	—	—	—	—
Wooden Manufactures.							
Wooden manufactures,	4	61	15.2	1	25.00	16	16.0
Miscellaneous.							
Chemicals,	2	13	6.5	—	—	—	—
Paper and paper goods,	1	6	6.0	—	—	—	—
All Industries,	541	5,220	9.6	158	29.21	1,468	9.3

TABLE 18. — *Duration of Strikes, Number and Percentage of Establishments Closed, and Average Days Closed: By Localities.*

LOCALITIES.	Number of Establishments in which Strikes Occurred	Total Duration in Working Days	Average Duration in Each Establishment in Working Days	ESTABLISHMENTS CLOSED BY STRIKE		Total Number of Days Closed	Average Number of Days Closed in Each Establishment
				Number	Percentages of Establishments in which Strikes Occurred		
The State.	541	5,220	9.6	158	29.21	1,468	9.3
Adams,	2	11	5.5	—	—	—	—
Amesbury,	2	11	5.5	—	—	—	—
Athol,	2	8	4.0	—	—	—	—
Attleborough,	11	42	3.8	2	18.18	15	7.5
Auburn,	1	12	12.0	—	—	—	—
Barre,	1	1	1.0	—	—	—	—
BEVERLY,	5	19	3.8	4	80.00	16	4.0
BOSTON,	127	2,139	16.8	48	37.80	725	15.1
BROCKTON,	18	90	5.0	10	55.56	30	3.0
Brookline,	1	2	2.0	—	—	—	—
CAMBRIDGE,	3	179	59.7	—	—	—	—
CHELSEA,	3	38	12.7	1	33.33	12	12.0
CHICOPEE,	2	6	3.0	—	—	—	—
Clinton,	3	33	11.0	1	33.33	6	6.0
Dalton,	2	12	6.0	1	50.00	6	6.0
Easthampton,	2	11	5.5	—	—	—	—
FALL RIVER,	93	927	10.0	36	38.71	293	8.1
FITCHBURG,	6	24	4.0	1	16.67	1	1.0
Franklin,	1	12	12.0	1	100.00	12	12.0
GLOUCESTER,	9	50	5.6	3	33.33	19	6.3
Grafton,	2	7	3.5	—	—	—	—
Hardwick,	1	10	10.0	—	—	—	—
HAVERHILL,	4	36	9.0	—	—	—	—
Holden,	1	1	1.0	—	—	—	—
HOLYOKE,	16	119	7.4	—	—	—	—
Hudson,	2	32	16.0	1	50.00	29	29.0
Huntington,	1	10	10.0	1	100.00	10	10.0
LAWRENCE,	11	136	12.4	1	9.09	16	16.0
Leominster,	2	3	1.5	—	—	—	—
LOWELL,	8	38	4.8	1	12.50	1	1.0
Ludlow,	2	3	1.5	—	—	—	—
LYNN,	50	338	6.8	6	12.00	62	10.3
MALDEN,	1	9	9.0	—	—	—	—
Marblehead,	5	18	3.6	3	60.00	8	2.7
Marion,	1	4	4.0	1	100.00	4	4.0
MARLBOROUGH,	12	85	7.1	6	50.00	42	7.0
Methuen,	1	5	5.0	—	—	—	—
Millbury,	2	8	4.0	—	—	—	—
NEW BEDFORD,	27	147	5.4	3	11.11	21	7.0
NEWBURYPORT,	2	12	6.0	—	—	—	—
NEWTON,	3	12	4.0	3	100.00	8	2.7
NORTH ADAMS,	2	2	1.0	—	—	—	—
North Andover,	2	24	12.0	—	—	—	—
North Attleborough,	2	13	6.5	—	—	—	—
North Brookfield,	1	14	14.0	—	—	—	—
Norton,	1	2	2.0	—	—	—	—
Norwood,	1	1	1.0	—	—	—	—
Peabody,	1	1	1.0	—	—	—	—
Revere,	1	1	1.0	—	—	—	—
SALEM,	11	138	12.5	5	45.45	77	15.4
Sharon,	1	1	1.0	—	—	—	—
Southbridge,	1	10	10.0	—	—	—	—
South Hadley,	1	7	7.0	—	—	—	—
Spencer,	1	3	3.0	—	—	—	—
SPRINGFIELD,	6	14	2.3	1	16.67	6	6.0
TAUNTON,	10	92	9.2	2	20.00	4	2.0
Upton,	1	2	2.0	—	—	—	—
WALTHAM,	1	1	1.0	—	—	—	—
Watertown,	2	8	4.0	1	50.00	6	6.0
Webster,	3	14	4.7	—	—	—	—
Westfield,	1	1	1.0	—	—	—	—
Winchester,	3	35	11.7	—	—	—	—
WOBURN,	2	14	7.0	—	—	—	—
WORCESTER,	37	149	4.0	15	40.54	8	2.6
In General,	1	13	13.0	—	—	—	—

TABLE 19. — *Number of Establishments and Strikers Involved in Strikes Ordered by Labor Organizations and not so Ordered: By Duration.*

DURATION.	ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS		TOTALS	
	Es- tablish- ments	Strikers	Es- tablish- ments	Strikers	Es- tablish- ments	Strikers
From $\frac{1}{2}$ to 6 days,	230	2,836	96	3,375	326	6,211
From 7 to 12 days,	94	2,060	20	1,560	114	3,620
From 13 to 18 days,	24	726	6	271	30	997
From 19 to 24 days,	16	356	3	612	19	968
From 25 to 30 days,	13	390	—	—	13	390
From 31 to 36 days,	13	548	1	17	14	565
From 37 to 42 days,	4	44	—	—	4	44
From 43 to 48 days,	6	57	1	47	7	104
From 49 to 54 days,	1	80	1	130	2	210
From 55 to 60 days,	3	42	—	—	3	42
From 61 to 66 days,	1	30	—	—	1	30
From 73 to 78 days,	2	37	1	98	3	135
From 85 to 90 days,	1	39	—	—	1	39
From 133 to 138 days,	1	8	—	—	1	8
Totals,	409	7,253	129	6,110	538	13,363

TABLE 20. — *Relative Duration of Large and Small Strikes.*

NUMBER OF STRIKERS.	PERCENTAGES OF ESTABLISHMENTS IN WHICH STRIKES LASTED —								
	$\frac{1}{2}$ to 6 Days	7 to 12 Days	13 to 18 Days	19 to 24 Days	25 to 30 Days	31 to 36 Days	37 to 66 Days	73 to 133 Days	Totals
Less than 10,	67.59	19.37	4.74	1.98	1.98	1.18	2.37	0.79	100.00
10 to 25,	57.40	23.67	3.55	3.55	2.96	4.73	4.14	—	100.00
26 to 50,	53.34	23.34	5.00	8.33	—	3.33	3.33	3.33	100.00
51 to 100,	50.00	11.11	22.22	5.55	5.56	—	2.78	2.78	100.00
101 to 200,	53.33	20.00	6.67	—	13.33	—	6.67	—	100.00
201 to 300,	66.67	33.33	—	—	—	—	—	—	100.00
301 to 400,	—	66.67	—	—	—	33.33	—	—	100.00
501 to 600,	—	50.00	—	50.00	—	—	—	—	100.00

TABLE 21. — *Results of Strikes Ordered by Labor Organizations and not so Ordered: By Industries.*

INDUSTRIES.	ORDERED BY LABOR ORGANIZATIONS			NOT ORDERED BY LABOR ORGANIZATIONS		
	PERCENTAGES OF ESTABLISHMENTS IN WHICH STRIKES —			PERCENTAGES OF ESTABLISHMENTS IN WHICH STRIKES —		
	Suc- ceeded	Partly Suc- ceeded	Failed	Suc- ceeded	Partly Suc- ceeded	Failed
Building and Stone Working.						
Building trades,	37.68	39.13	23.19	30.00	20.00	50.00
Building and street labor,	5.56	44.44	50.00	—	12.50	87.50
Stone working,	—	—	—	50.00	—	50.00
Clothing.						
Boots and shoes,	83.61	4.92	11.47	53.33	6.67	40.00
Buttons, combs, etc.,	—	—	—	—	—	100.00
Garments,	12.00	32.00	56.00	33.33	—	66.67
Hats and caps,	—	100.00	—	—	—	—
Food, Liquors, and Tobacco.						
Food products,	—	—	100.00	—	—	100.00
Liquors,	100.00	—	—	—	—	—
Leather and Rubber Goods.						
Leather and leather goods,	—	—	—	—	—	100.00
Rubber and gutta percha goods,	—	—	—	—	—	100.00
Metals, Machinery, and Ship- building.						
Iron and steel manufactures,	7.89	42.11	50.00	20.00	40.00	40.00
Miscellaneous metal manufactures,	100.00	—	—	20.00	—	80.00
Shipbuilding,	100.00	—	—	100.00	—	—
Printing and Allied Trades.						
Printing and publishing,	—	—	100.00	—	—	100.00
Lithographing and engraving,	7.69	—	92.31	—	—	—
Public Employment.						
State employees,	—	—	—	—	—	100.00
Restaurants and Trade.						
Hotels and restaurants,	100.00	—	—	—	—	—
Trade,	66.67	—	33.33	—	—	100.00
Textiles.						
Bleaching, dyeing, and printing,	100.00	—	—	—	—	100.00
Cotton goods,	—	—	100.00	9.68	6.45	83.87
Flax, hemp, and jute goods,	—	—	—	—	—	100.00
Woolen and worsted goods,	—	100.00	—	25.00	8.33	66.67
Transportation.						
Railroads,	—	100.00	—	—	—	100.00
Teaming,	—	50.00	50.00	—	—	100.00
Freight handling,	—	—	—	—	—	100.00
Wooden Manufactures.						
Wooden manufactures,	25.00	—	75.00	—	—	—
Miscellaneous.						
Chemicals,	—	—	100.00	—	—	100.00
Paper and paper goods,	—	—	—	—	100.00	—
All Industries,	37.16	29.59	33.25	19.38	9.30	71.32

TABLE 22. — *Results Obtained by Strikers in Strikes Ordered by Labor Organizations and not so Ordered: By Industries.*

INDUSTRIES.	ORDERED BY LABOR ORGANIZATIONS			NOT ORDERED BY LABOR ORGANIZATIONS		
	PERCENTAGES OF STRIKERS WHO —			PERCENTAGES OF STRIKERS WHO —		
	Suc- ceeded	Partly Suc- ceeded	Failed	Suc- ceeded	Partly Suc- ceeded	Failed
Building and Stone Working.						
Building trades,	46.10	27.14	26.76	32.35	23.53	44.12
Building and street labor,	2.35	32.07	65.58	—	6.73	93.27
Stone working,	—	—	—	8.00	—	92.00
Clothing.						
Boots and shoes,	69.50	22.36	8.14	55.66	11.95	32.39
Buttons, combs, etc.,	—	—	—	—	—	100.00
Garments,	15.57	27.18	57.25	33.33	—	66.67
Hats and caps,	—	100.00	—	—	—	—
Food, Liquors, and Tobacco.						
Food products,	—	—	100.00	—	—	100.00
Liquors,	100.00	—	—	—	—	—
Leather and Rubber Goods.						
Leather and leather goods,	—	—	—	—	—	100.00
Rubber and gutta percha goods, . .	—	—	—	—	—	100.00
Metals, Machinery, and Ship- building.						
Iron and steel manufacture,	16.16	17.28	66.56	10.33	73.86	15.81
Miscellaneous metal manufactures, .	100.00	—	—	30.30	—	69.70
Shipbuilding,	100.00	—	—	100.00	—	—
Printing and Allied Trades.						
Printing and publishing,	—	—	100.00	—	—	100.00
Lithographing and engraving, . . .	6.37	—	93.63	—	—	—
Public Employment.						
State employees,	—	—	—	—	—	100.00
Restaurants and Trade.						
Hotels and restaurants,	100.00	—	—	—	—	—
Trade,	75.00	—	25.00	—	—	100.00
Textiles.						
Bleaching, dyeing, and printing, . .	100.00	—	—	—	—	100.00
Cotton goods,	—	—	100.00	5.66	23.19	71.15
Flax, hemp, and jute goods,	—	—	—	—	—	100.00
Woolen and worsted goods,	—	100.00	—	37.55	4.08	58.37
Transportation.						
Railroads,	—	100.00	—	—	—	100.00
Teaming,	—	69.57	30.43	—	—	100.00
Freight handling,	—	—	—	—	—	100.00
Wooden Manufactures.						
Wooden manufactures,	8.54	—	91.46	—	—	—
Miscellaneous.						
Chemicals,	—	—	100.00	—	—	100.00
Paper and paper goods,	—	—	—	—	100.00	—
All Industries,	36.52	25.26	38.22	12.37	19.25	68.38

TABLE 23. — *Results of Strikes Due Wholly or Partly to Specified Cause.*

[Note. — For explanation of this table, see text statement on page 91. The totals entered in italic type in the box headings are those obtained by counting each strike, striker, and establishment but once.]

CAUSES.	Number of Establishments (Total Establishments, 541)	PERCENTAGES OF ESTABLISHMENTS IN WHICH STRIKES —			Number of Strikers (Total Strikers, 13,439)	PERCENTAGES OF STRIKERS WHO —		
		Succeeded	Partly Succeeded	Failed		Succeeded	Partly Succeeded	Failed
Wages.								
For increase,	191	38.22	14.66	47.12	4,929	19.19	16.35	64.46
For increase combined with other causes,	133	12.78	57.14	30.08	1,661	8.13	69.72	22.15
Against decrease,	25	24.00	—	76.00	1,665	16.58	—	83.42
System of payment,	8	12.50	—	87.50	130	7.69	—	92.31
System of payment combined with other causes,	3	33.33	66.67	—	138	10.87	89.13	—
Readjustment of rates,	4	25.00	50.00	25.00	157	35.67	56.05	8.28
Other,	10	80.00	—	20.00	365	41.64	—	58.36
Hours of Labor.								
For decrease,	55	41.82	41.82	16.36	609	54.02	24.47	21.51
For decrease combined with other causes,	107	13.08	59.81	27.11	1,051	13.79	62.23	23.98
Against increase,	1	100.00	—	—	7	100.00	—	—
Other questions concerning hours combined with other causes,	4	—	100.00	—	56	—	100.00	—
Employment of Particular Classes or Persons.								
Employment of apprentices (not involving trade union rules),	1	—	100.00	—	40	—	100.00	—
For reinstatement of discharged employees,	22	27.27	9.09	63.64	603	34.00	39.63	26.37
Against employment of certain officials,	7	14.29	—	85.71	244	4.92	—	95.08
Against employment of certain officials combined with other causes,	1	—	—	100.00	5	—	—	100.00
Other,	4	—	—	100.00	103	—	—	100.00
Working Conditions.								
For change in existing arrangements,	10	60.00	20.00	20.00	816	18.01	73.04	8.95
Against change in existing arrangements,	3	—	—	100.00	79	—	—	100.00
Trade Unionism.								
For closed shop,	38	36.84	—	63.16	1,132	41.78	—	58.22
For closed shop combined with other causes,	37	10.81	40.54	48.65	553	0.90	71.61	27.49
Disputes between classes of employees,	1	100.00	—	—	4	100.00	—	—
Recognition of union,	5	40.00	—	60.00	67	44.78	—	55.22
Recognition of union combined with other causes,	19	15.79	57.89	26.32	507	0.79	88.56	10.65
Apprentice rules,	1	100.00	—	—	6	100.00	—	—
Apprentice rules combined with other causes,	15	6.67	40.00	53.33	95	1.05	35.79	63.16
Other,	6	33.33	—	66.67	160	25.00	—	75.00
Sympathy.								
Sympathy,	14	85.71	—	14.29	607	86.00	—	14.00
Miscellaneous.								
Miscellaneous,	1	100.00	—	—	40	100.00	—	—

TABLE 24. — *Results of Strikes: By Number of Strikers.*

NUMBER OF STRIKERS.	Total Number of Estab- lishments	PERCENTAGE OF ESTABLISHMENTS IN WHICH STRIKES WERE —			
		Successful	Partly Successful	Successful and Partly Successful	Un- successful
Less than 26,	422	33.17	26.78	59.95	40.05
26 to 50,	60	35.00	15.00	50.00	50.00
51 to 100,	36	33.34	19.44	52.78	47.22
101 to 200,	15	20.00	13.33	33.33	66.67
201 to 300,	3	33.33	66.67	100.00	—
301 to 400,	3	—	—	—	100.00
501 to 600,	2	—	50.00	50.00	50.00
Totals,	541	32.72	24.77	57.49	42.51

TABLE 25. — *Results of Strikes Ordered by Labor Organizations and not so Ordered:
By Number of Strikers.*

NUMBER OF STRIKERS.	NUMBER OF ESTABLISH- MENTS IN WHICH STRIKES WERE —		PERCENTAGES OF ESTABLISHMENTS IN WHICH STRIKES WERE —					
			ORDERED BY LABOR ORGANIZATIONS			NOT ORDERED BY LABOR ORGANIZATIONS		
	Ordered	Not Ordered	Suc- cessful	Partly Suc- cessful	Unsuc- cessful	Suc- cessful	Partly Suc- cessful	Unsuc- cessful
Less than 10,	225	26	37.33	31.11	31.56	23.08	7.69	69.23
10 to 30,	141	52	36.17	29.08	34.75	21.15	5.77	73.08
31 to 50,	17	19	41.18	17.64	41.18	10.53	15.79	73.68
51 to 100,	17	18	41.18	29.41	29.41	27.78	5.55	66.67
101 to 200,	5	10	40.00	20.00	40.00	10.00	10.00	80.00
201 to 300,	2	1	50.00	50.00	—	—	100.00	—
301 to 400,	2	1	—	—	100.00	—	—	100.00
501 to 600,	—	2	—	—	—	—	50.00	50.00
Totals,	409	129	37.16	29.59	33.25	19.38	9.30	71.32

TABLE 26. — *Results of Strikes: By Duration.*

DURATION IN WORKING DAYS.	NUMBER OF —					
	ESTAB- LISHMENTS IN WHICH STRIKES—	STRIKERS WHO —	ESTAB- LISHMENTS IN WHICH STRIKES—	STRIKERS WHO —	ESTAB- LISHMENTS IN WHICH STRIKES—	STRIKERS WHO —
	Succeeded		Partly Succeeded		Failed	
$\frac{1}{2}$ day,	16	242	—	—	—	—
1 day,	28	316	9	128	51	851
2 days,	10	182	22	229	29	769
3 days,	21	348	9	457	14	265
4 days,	6	110	15	74	9	140
5 days,	6	200	1	4	10	372
6 days (1 week),	28	379	18	443	26	710
7 days,	7	79	1	4	2	85
8 days,	9	75	—	—	3	220
9 days,	5	92	3	244	2	77
10 days,	5	29	3	31	7	267
11 days,	5	307*	4	25	4	34
12 days (2 weeks),	8	193	32	457	14	1,401
13 days,	1	60	1	65	2	54
14 days,	1	7	—	—	1	21
15 days,	3	13	—	—	3	225
16 days,	2	25	—	—	—	—
17 days,	1	56	—	—	2	12
18 days (3 weeks),	5	307	1	6	7	146
20 days,	1	25	—	—	3	62
21 days,	1	60	—	—	1	35
22 days,	2	40	—	—	1	27
23 days,	—	—	2	631	1	1
24 days (4 weeks),	2	44	1	3	4	40
25 days,	—	—	2	9	2	30
26 days,	1	105	1	68	3	43
28 days,	—	—	—	—	1	5
29 days,	—	—	1	52	—	—
30 days (5 weeks),	—	—	1	13	2	133
32 days,	—	—	—	—	4	85
33 days,	—	—	1	50	1	17
34 days,	—	—	1	23	1	331
36 days (6 weeks),	—	—	3	29	3	30
37 days,	—	—	—	—	1	21
41 days,	1	10	—	—	—	—
42 days (7 weeks),	—	—	1	9	1	4
43 days,	—	—	—	—	1	47
45 days,	—	—	1	22	2	20
47 days,	1	3	—	—	1	5
48 days (8 weeks),	—	—	—	—	1	7
49 days,	—	—	—	—	1	130
51 days,	—	—	—	—	1	80
57 days,	—	—	—	—	3	42
65 days,	—	—	—	—	1	30
73 days,	—	—	—	—	1	8
76 days,	1	98	—	—	1	29
87 days,	—	—	—	—	1	39
137 days,	—	—	—	—	1	8
Totals,	177	3,405	134	3,076	230	6,958

TABLE 27. — *Results of Single and*

	INDUSTRIES.	NUMBER OF ESTABLISHMENTS IN WHICH STRIKES INVOLVED		ESTABLISHMENTS			
				SUCCEEDED		IN WHICH MORE THAN ONE ESTABLISHMENT WAS INVOLVED	
		One Establishment	More than One Establishment	IN WHICH ONE ESTABLISHMENT WAS INVOLVED			
				Number	Percentages	Number	Percentages
	Building and Stone Working.						
1	Building trades,	32	195	14	43.75	70	35.90
2	Building and street labor,	8	18	1	12.50	—	—
3	Stone working,	2	—	1	50.00	—	—
	Clothing.						
4	Boots and shoes,	44	32	29	65.91	30	93.75
5	Buttons, combs, etc.,	1	—	—	—	—	—
6	Garments,	9	21	2	22.22	2	9.52
7	Hats and caps,	1	—	—	—	—	—
	Food, Liquors, and Tobacco.						
8	Food products,	2	—	—	—	—	—
9	Liquors,	—	3	—	—	3	100.00
	Leather and Rubber Goods.						
10	Leather and leather goods,	4	—	—	—	—	—
11	Rubber and gutta percha goods,	2	—	—	—	—	—
	Metals, Machinery, and Shipbuilding.						
12	Iron and steel manufacture,	12	31	2	16.66	2	6.45
13	Miscellaneous metal manufactures,	6	—	2	33.33	—	—
14	Shipbuilding,	1	2	1	100.00	2	100.00
	Printing and Allied Trades.						
15	Printing and publishing,	1	4	—	—	—	—
16	Lithographing and engraving,	—	13	—	—	1	7.69
	Public Employment.						
17	State employees,	1	—	—	—	—	—
	Restaurants and Trade.						
18	Hotels and restaurants,	1	—	1	100.00	—	—
19	Trade,	4	12	2	50.00	4	33.33
	Textiles.						
20	Bleaching, dyeing, and printing,	2	—	1	50.00	—	—
21	Cotton goods,	31	13	3	9.68	—	—
22	Flax, hemp, and jute goods,	3	—	—	—	—	—
23	Woolen and worsted goods,	13	—	3	23.08	—	—
	Transportation.						
24	Railroads,	3	—	—	—	—	—
25	Teaming,	1	4	—	—	—	—
26	Freight handling,	2	—	—	—	—	—
	Wooden Manufactures.						
27	Wooden manufactures,	—	4	—	—	1	25.00
	Miscellaneous.						
28	Chemicals,	2	—	—	—	—	—
29	Paper and paper goods,	1	—	—	—	—	—
30	All Industries,	189	352	62	32.81	115	32.67

General Strikes: By Industries.

IN WHICH STRIKES —

PARTLY SUCCEEDED				FAILED				
IN WHICH ONE ESTABLISHMENT WAS INVOLVED		IN WHICH MORE THAN ONE ESTABLISHMENT WAS INVOLVED		IN WHICH ONE ESTABLISHMENT WAS INVOLVED		IN WHICH MORE THAN ONE ESTABLISHMENT WAS INVOLVED		
Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	
1	3.12	84	43.08	17	53.13	41	21.02	1
1	12.50	8	44.44	6	75.00	10	55.56	2
-	-	-	-	1	50.00	-	-	3
4	9.09	-	-	11	25.00	2	6.25	4
-	-	-	-	1	100.00	-	-	5
1	11.11	8	38.10	6	66.67	11	52.38	6
1	100.00	-	-	-	-	-	-	7
-	-	-	-	2	100.00	-	-	8
-	-	-	-	-	-	-	-	9
-	-	-	-	4	100.00	-	-	10
-	-	-	-	2	100.00	-	-	11
5	41.67	13	41.94	5	41.67	16	51.61	12
-	-	-	-	4	66.67	-	-	13
-	-	-	-	-	-	-	-	14
-	-	-	-	1	100.00	4	100.00	15
-	-	-	-	-	-	12	92.31	16
-	-	-	-	1	100.00	-	-	17
-	-	-	-	-	-	-	-	18
-	-	-	-	2	50.00	8	66.67	19
-	-	-	-	1	50.00	-	-	20
2	6.45	-	-	26	83.87	13	100.00	21
-	-	-	-	3	100.00	-	-	22
2	15.38	-	-	8	61.54	-	-	23
1	33.33	-	-	2	66.67	-	-	24
-	-	2	50.00	1	100.00	2	50.00	25
-	-	-	-	2	100.00	-	-	26
-	-	-	-	-	-	3	75.00	27
-	-	-	-	2	100.00	-	-	28
1	100.00	-	-	-	-	-	-	29
19	10.05	115	32.67	108	57.14	122	34.66	30

TABLE 28. — *Number of Establishments and Strikers in Strikes*

	INDUSTRIES.	BY DIRECT NEGOTIATIONS	
		Number of Establishments	Number of Strikers
	Building and Stone Working.		
1	Building trades,	169	2,008
2	Buttons and street labor,	10	400
3	Stone working,	—	—
	Clothing.		
4	Boots and shoes,	60	1,298
5	Buttons, combs, etc.,	—	—
6	Garments,	23	391
7	Hats and caps,	1	8
	Food, Liquors, and Tobacco.		
8	Food products,	—	—
9	Liquors,	3	78
	Leather and Rubber Goods.		
10	Leather and leather goods,	1	13
11	Rubber and gutta percha goods,	—	—
	Metals, Machinery, and Shipbuilding.		
12	Iron and steel manufacture,	10	641
13	Miscellaneous metal manufactures,	3	77
14	Shipbuilding,	1	60
	Printing and Allied Trades.		
15	Printing and publishing,	—	—
16	Lithographing and engraving,	3	55
	Public Employment.		
17	State employees,	—	—
	Restaurants and Trade.		
18	Hotels and restaurants,	1	7
19	Trade,	7	35
	Textiles.		
20	Bleaching, dyeing, and printing,	2	74
21	Cotton goods,	14	1,603
22	Flax, hemp, and jute goods,	1	175
23	Woolen and worsted goods,	6	349
	Transportation.		
24	Railroads,	1	65
25	Teaming,	3	104
26	Freight handling,	1	75
	Wooden Manufactures.		
27	Wooden manufactures,	1	7
	Miscellaneous.		
28	Chemicals,	—	—
29	Paper and paper goods,	1	70
30	All Industries,	322	7,593

Settled by the Different Methods: By Industries.

BY ARBITRATION		BY FILLING PLACES		OTHER METHODS		TOTALS		
Number of Estab- lishments	Number of Strikers	Number of Estab- lishments	Number of Strikers	Number of Estab- lishments	Number of Strikers	Number of Estab- lishments	Number of Strikers	
-	-	41	337	17	583	227	2,928	1
-	-	14	846	2	155	26	1,401	2
-	-	1	46	1	4	2	50	3
3	113	7	72	6	284	76	1,767	4
-	-	-	-	1	10	1	10	5
-	-	4	59	3	37	30	487	6
-	-	-	-	-	-	1	8	7
-	-	2	22	-	-	2	22	8
-	-	-	-	-	-	3	78	9
-	-	2	35	1	82	4	130	10
-	-	1	13	1	13	2	26	11
13	30	18	499	2	50	43	1,220	12
-	-	2	27	1	12	6	116	13
2	30	-	-	-	-	3	90	14
-	-	2	5	3	11	5	16	15
-	-	9	141	1	8	13	204	16
-	-	1	10	-	-	1	10	17
-	-	-	-	-	-	1	7	18
-	-	8	13	1	2	16	50	19
-	-	-	-	-	-	2	74	20
-	-	16	213	14	1,400	44	3,216	21
-	-	1	21	1	40	3	236	22
-	-	3	40	4	131	13	520	23
-	-	1	122	1	74	3	261	24
-	-	2	28	-	-	5	132	25
-	-	1	130	-	-	2	205	26
-	-	1	2	2	73	4	82	27
-	-	1	2	1	21	2	23	28
-	-	-	-	-	-	1	70	29
18	173	138	2,683	63	2,990	541	13,439	30

TABLE 29. — *Detailed Statement of Strikes*

	INDUSTRIES AND OCCUPATIONS.	Localities.	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Building and Stone Working.					
	<i>Building Trades.</i>					
1	Carpenters, . . .	Fall River, .	Against employment of non-union workmen.	No	1	-
2	Electrical workers and helpers.	Boston, .	Against employment of non-union workman.	Yes	1	-
3	Sheet metal workers, .	Boston, .	For discharge of non-union electricians.	Yes	1	1
4	Painters, . . .	Dalton, .	Against employment of non-union workman.	No	1	1
5	Painters, . . .	Boston, .	For increase in daily wages from \$3.28 to \$3.64.	Yes	2	1
6	Painters, . . .	Marlborough,	For increase in daily wages from \$2.50 and \$2.80 to a flat rate of \$3.	Yes	10	6
7	Painters, . . .	Boston, .	For increase in daily wages from \$3.28 to \$3.64.	Yes	6	6
8	Painters, decorators, and paperhangers.	Fall River, .	For reduction in weekly hours of labor from 48 to 44 without reduction in wages.	Yes	18	11
9	Building trades mechanics.	Boston, .	Against employment of non-union brick masons by one of the contractors erecting a new warehouse.	Yes	1	-
10	Building trades mechanics.	Boston, .	Against employment of non-union structural steel workers.	Yes	1	-
11	Painters and paperhangers.	Holyoke, .	Against employment of non-union workmen.	Yes	2	-
12	Bricklayers, carpenters, and laborers.	Boston, .	Refusal to work on the same building with non-union steamfitters.	Yes	1	-
13	Plumbers, . . .	Attleborough,	For increase in wages of 50 cents a day and Saturday half-holiday.	Yes	4	1
14	Carpenters, . . .	Attleborough,	For increase in wages, closed shop, and recognition of union.	Yes	7	1
15	Carpenters, . . .	Fall River, .	For increase in hourly wages from 37½ to 45 cents, and reduction in weekly hours from 48 to 44.	Yes	36	20
16	Electricians and helpers,	Fall River, .	For uniform rate of wages, closed shop, and regulation of apprenticeship rules.	Yes	5	-
17	Lathers, . . .	Fall River, .	For increase in wages, . . .	Yes	4	-
18	Carpenters, . . .	Fitchburg, .	For increase in daily wages from \$3 to \$3.28.	Yes	3	1
19	Plumbers, . . .	Gloucester, .	For Saturday half-holiday for 3 months with pay.	Yes	6	2

¹ For account of court proceedings see Massachusetts Labor Bulletin No. 78, pp. 10, 11.

Reported During 1910.

DURATION			Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —									
Employees Left Work	Strikers were Re-employed or their Places Filled by Others								
Jan. 8	Jan. 15	6	26	—	156	No	Places of strikers were filled.	1	
Jan. 25	Jan. 28	3	20	—	60	Yes	Settled by direct negotiations.	2	
Mar. 4	Mar. 8	3	3	3	15	Yes	Settled by direct negotiations between employer and labor organization.	3	
Mar. 7	Mar. 14	6	8	—	48	No	Places of strikers were filled.	4	
Apr. 1	Apr. 5	3	55	—	165	Yes	Settled by direct negotiations between employers and labor organization.	5	
Apr. 1	Apr. 5-11	7.2	37	—	274	Yes	Settled by direct negotiations between employers and labor organization.	6	
Apr. 4	Apr. 11-21	10.7	44	—	502	Yes	Settled by direct negotiations between employers and labor organization.	7	
Apr. 4	Apr. 5-18	5.8	167	1	1,151	—	Demands of strikers were granted in 16 establishments, benefiting 160 men; places of strikers were filled in two establishments.	8	
Apr. 12	May 23	34	331	105	14,421	No	An injunction was granted by the Supreme Court restraining interference with that company's building contract; ¹ strikers returned to work under same conditions as existed before strike was called.	9	
Apr. 12	Apr. 26	11	265	—	2,344	Yes	Settled by direct negotiations between employers and labor organizations.	10	
Apr. 16	Apr. 25-28	7.5	11	—	84	Yes	Settled by direct negotiations between employers and employees.	11	
Apr. 23	May 23	25	25	—	625	No	Strikers resumed work after non-union steamfitters had completed their work.	12	
May 2	May 7-16	7.3	8	—	59	—	Increase in wages granted by one employer; places of strikers filled in 3 establishments.	13	
May 2	May 2-9	1.9	23	—	77	—	Strike succeeded in 3 establishments; failed in 4 establishments.	14	
May 2	May 3-31	11.3	382	—	4,348	Partly	Settled by direct negotiations. Master Builders Association signed agreement establishing 42 cents an hour for a 48-hour week, and open shop rules.	15	
May 2	May 3-Jun. 2	15.6	45	2	1,052	—	Strike was successful in one establishment. Men returned to work in other establishments under same conditions as before strike.	16	
May 2	May 3-23	5.3	25	4	167	No	Places of strikers were filled.	17	
May 2	May 3-5	2.3	31	—	87	—	Strike succeeded in one establishment; failed in 2 establishments.	18	
May 2	May 4	2	43	4	94	Partly	Settled by direct negotiations. Employers granted Saturday half-holiday, with pay, for 2 months.	19	

TABLE 29. — *Detailed Statement of Strikes*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Building and Stone Working — Con.					
1	<i>Building Trades — Con.</i> Plumbers,	Holyoke, .	For increase in wages to \$21 a week and reduction in weekly hours of labor from 48 to 44.	Yes	8	-
2	Carpenters,	Leominster, .	For increase in wages,	No	1	-
3	Carpenters,	Marblehead, .	For Saturday half-holiday for 12 months and increase in hourly wages from 41 to 47½ cents.	Yes	2	2
4	Carpenters,	North Attleborough.	For reduction in weekly hours from 48 to 44.	Yes	2	-
5	Carpenters,	Taunton, .	For increase in daily wages from \$3 to \$3.28.	Yes	8	2
6	Bricklayers,	Worcester, .	Against employment of non-union tenders.	Yes	1	1
7	Plumbers,	Worcester, .	For Saturday half-holiday throughout the year without reduction in wages.	Yes	17	11
8	Carpenters,	Sharon, .	For increase in wages,	Yes	1	-
9	Carpenters,	Beverly, .	Concerning wages and arrangement of working hours.	No	4	4
10	Painters,	Newton, .	For increase in daily wages from \$3 to \$3.28 and Saturday half-holiday.	Yes	1	1
11	Wharf and bridge carpenters.	Boston, .	For increase in wages and Saturday half-holiday for four months.	Yes	3	2
12	Carpenters,	Boston, ² .	For increase in hourly wages from 47½ to 50 cents.	Yes	6	1
13	Bridge carpenters, .	Lawrence, .	For increase in hourly wages from 31½ to 34½ cents and Saturday half-holiday for four months.	Yes	1	-
14	Bricklayers,	Fall River, .	For increase in wages,	No	1	-
15	Hoisting engineers, .	Boston, .	For increase in hourly wages from 50 to 62½ cents.	Yes	1	-
16	Plumbers,	Easthampton, .	For reduction in daily hours of labor from 9 to 8.	No	2	-
17	Carpenters,	Holyoke, .	For Saturday half-holiday for 12 months without reduction in wages.	Yes	1	-
18	Bricklayers,	Springfield, .	For increase in wages,	No	1	-
19	Steamfitters and helpers.	Holyoke, .	For increase in daily wages from \$3.25 to \$3.50 for steamfitters and from \$1.75 to \$2 for helpers.	Yes	3	-
20	Tile layers and helpers,	Boston, .	For increase in daily wages from \$4.80 to \$5.20 for tile layers and from \$2.60 to \$3 for helpers.	Yes	5	4
21	Carpenters,	Watertown, .	Against non-observance of union conditions.	Yes	1	1
22	Bricklayers and laborers.	Boston, .	Against employment of union stonemason longer hours than the union permitted.	Yes	1	1
23	Painters, sheet metal workers, marble workers, and tile layers.	Boston, .	To enforce union rate of wages for painters.	Yes	1	-

¹ Estimated.² Neither party to the dispute could furnish exact date either of beginning or of ending of the strike.

Reported During 1910 — Continued.

DURATION			Average Duration (Work- ing Days)	Num- ber of Strik- ers	Num- ber of Other Em- ploy- ees Thrown Out of Work	Num- ber of Work- ing Days Lost	Suc- ceeded	Remarks	
DATES ON WHICH —									
Employ- ees Left Work	Strikers were Re- employed or their Places Filled by Others								
May 2	May 9-16	6.8	67	-	438	Partly	Settled by direct negotiations. Employers granted 44 cents an hour and 44-hour week.	1	
May 2	May 4	2	5	-	10	No	Strikers returned to work without concessions.	2	
May 2	May 3	1	18	-	18	Yes	Settled by direct negotiations between employers and labor organization.	3	
May 2	May 3-16 ¹	6.5	47	-	162	-	Strike was successful in one establishment; failed in one establishment.	4	
May 2	May 3- Jun. 27	10.5	39	1	389	-	Strike was successful in 3 establishments, benefiting 14 strikers; failed in 5 establishments.	5	
May 2	May 5	3	9	10	57	No	Strikers returned to work without concessions.	6	
May 2	May 3-9	2.4	106	2	271	Partly	Settled by direct negotiations. Employers agreed to grant Saturday half-holiday during six months of the year.	7	
May 3	May 4	1	8	-	8	No	Places of strikers were filled.	8	
May 11-16	May 18	4	56	11	310	Partly	Settled by direct negotiations.	9	
Jun. ²	Jun. ²	6	10	-	60	Partly	Settled by direct negotiations. Strikers were granted increase in wages.	10	
Jun. 1	Jun. 2- Jul. 2	9.3	48	-	348	-	Strike was successful in 2 establishments, benefiting 36 strikers; failed in one establishment.	11	
Jun. 1	Jun. 2-13	3.8	74	-	287	Yes	Settled by direct negotiations between employers and labor organization.	12	
Jun. 1	Jun. 6	4	8	-	32	Yes	Settled by direct negotiations between employer and labor organization.	13	
Jun. 7	Jun. 8	1	4	-	4	No	Places of strikers were filled.	14	
Jun. 11	Jun. 15	3	4	-	12	Yes	Settled by direct negotiations.	15	
Jun. 13	Jun. 14- Jul. 1	5.5	9	-	54	Yes	Settled by direct negotiations.	16	
Jun. 13	Jun. 27	12	86	48	1,302	Yes	Settled by direct negotiations between employer and labor organization.	17	
Jun. 20	Jun. 21	1	4	-	4	No	Places of strikers were filled.	18	
Jul. 1-5	July 2-6	1.3	34	-	50	-	Strike was successful in 2 establishments, benefiting 18 strikers; a compromise settlement was made in one establishment.	19	
Jul. 11	Jul. 13-15	2.8	70	-	228	Partly	Settled by compromise. Tile layers granted daily wage of \$5, helpers \$2.80.	20	
Aug. 10	Aug. 17	6	39	73	672	No	Places of strikers were filled.	21	
Aug. 11	Aug. 12	1	15	-	15	Yes	Strikers returned to work after settlement was made between union and stonemason concerned.	22	
Aug. 18	Aug. 22	3	10	-	30	Yes	Settled by direct negotiations.	23	

³ Also Chelsea and Revere.

TABLE 29. — *Detailed Statement of Strikes*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Building and Stone Working — Con.					
	<i>Building Trades — Con.</i>					
1	Steel workers, . . .	Springfield, .	For discharge of certain foreman,	Yes	1	—
2	Building mechanics, .	Boston, . . .	To enforce union rates of wages,	Yes	1	—
3	Painters,	Lynn,	To enforce the employment of union workmen at union rate of wages.	Yes	1	1
4	Tinsmiths,	Fall River, .	For increase in wages, Saturday half-holiday, closed shop, and regulation of apprenticeship rules.	Yes	10	2
5	Bricklayers,	New Bedford, .	Refusal to work under new foreman.	No	1	—
6	Concrete placers, . .	Lowell, . . .	Against discharge of foreman, .	No	1	—
7	Carpenters,	Methuen, . .	Against employment of non-union painters.	Yes	1	—
8	Electricians,	Lawrence, . .	For increase in wages, reduction in hours of labor, and closed shop.	Yes	4	—
9	Bricklayers,	Boston, . . .	In sympathy with a general lock-out of bricklayers in New York by members of the Mason Builders' Assn. of that city.	Yes	3	1
10	Carpenters, plasterers, plumbers, and laborers.	Lawrence, . .	Against employment of non-union workmen.	Yes	1	—
11	Carpenters,	Newburyport, .	Objection to amount of work required.	No	1	—
12	Bricklayers and laborers.	Malden, . . .	Against employment of non-union carpenters.	Yes	1	—
13	Bricklayers,	Clinton, . . .	Against employment of non-union workmen.	No	1	—
14	Steamfitters and helpers.	Worcester, . .	For increase in wages, . . .	Yes	7	—
15	Elevator constructors and helpers.	Boston, ¹ . . .	In sympathy with strikers in employ of same firm in Chicago, Ill.	Yes	4	4
16	Bricklayers and laborers.	Boston, . . .	For prompt payment of wages,	No	2	2
17	Carpenters,	Holyoke, . . .	Against employment of non-union workman.	Yes	1	—
18	Plumbers,	Boston, . . .	Against employment of non-union workman.	No	1	—
19	Bricklayers and laborers.	Boston, . . .	For regular payment of wages, .	No	2	2
20	Sign writers,	Boston, . . .	Against employment of a man who was suspended from union for non-payment of fine.	Yes	1	—
21	<i>Building and Street Labor.</i> Laborers,	Winchester, .	For increase in wages and reduction in hours of labor.	No	2	—
22	Masons' tenders and excavators.	Boston, ² . . .	For increase in minimum hourly wages from 30 to 35 cents for tenders and from 25 to 30 cents for excavators, also to enforce the signing of union agreement providing for closed shop and other working rules.	Yes	9	5

¹ Also New Bedford, Springfield, and Worcester.

Reported During 1910 — Continued.

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
Aug. 19	Aug. 22	2	12	—	24	No	Places of strikers were filled.	1
Aug. 25	Sep. 6	9	36	2	330	Yes	Settled by direct negotiations.	2
Aug. 31	Sep. 14	11	12	—	132	Yes	Settled by direct negotiations.	3
Sep. 1	Sep. 15—Oct. 1	15.2	50	2	783	—	A compromise agreement was made in 6 establishments where strikers were granted increases in wages; some of the strikers returned to work in the other establishments under former conditions; places of others were filled.	4
Sep. 13	Sep. 14	1	6	—	6	No	Places of strikers were filled.	5
Sep. 15	Sep. 16	1	20	—	20	No	Strikers returned to work without negotiations.	6
Sep. 20	Sep. 26	5	20	—	100	Yes	Non-union workmen joined the union and strikers returned to work.	7
Sep. 20	—	14.3	25	—	393	No	Places of the majority of strikers were filled.	8
Sep. 28	Sep. 29—Oct. 8	4.7	90	60	840	Yes	Strikers returned to work after settlement of the lockout in New York was effected between Mason Builders' Assn. and unions concerned.	9
Oct. 6	Oct. 12	5	38	—	190	Yes	Non-union men were withdrawn from the work and strikers resumed work.	10
Oct. 8	Oct. 11	2	4	—	8	No	Most of the strikers returned to work without negotiations.	11
Oct. 10	Oct. 20	9	25	—	225	Yes	Work was resumed, non-union workmen joining union.	12
Oct. 22	Oct. 25	2	20	20	80	No	Strikers returned to work by order of union.	13
Nov. 1	Nov. 3—Dec. 5	7.6	72	—	489	No	Places of strikers were filled; about Dec. 10 strike was declared off by union.	14
Nov. 7	Nov. 14	6	86	—	516	Yes	Strikers returned to work by order of union after satisfactory adjustment of strike in Chicago was made.	15
Nov. 7	Nov. 11—14	5	37	—	188	Yes	Settled by direct negotiations.	16
Nov. 9	Nov. 10	1	12	—	12	Yes	Non-union workman joined the union.	17
Nov. 15	Nov. 16	1	8	—	8	No	Places of strikers were filled.	18
Dec. 5	Dec. 6	1	31	—	31	Yes	Settled by direct negotiations.	19
Dec. 17	Dec. 23	5	5	—	25	No	Places of strikers were filled.	20
May 2	May 13—16	11.5	63	6	769	No	Most of the strikers returned to work without negotiations; places of others were filled.	21
Jun. 1	Jun. 2—15	4.8	389	165	4,002	—	Settled by direct negotiations in 8 establishments where 354 strikers were granted increase in wages; failed in one establishment.	22

2 Also Brookline, Chelsea, and Newton.

TABLE 29. — *Detailed Statement of Strikes*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Building and Stone Working — Con.					
	<i>Building and Street Labor — Con.</i>					
1	Laborers, . . .	Gloucester, .	For increase in wages, . . .	No	1	-
2	Laborers, . . .	Springfield, .	For increase in wages, . . .	No	1	-
3	Laborers and bricklayers.	Boston, . . .	For discharge of non-union laborers.	Yes	1	-
4	Hod carriers and laborers.	New Bedford, .	For increase in wages, . . .	Yes	7	1
5	Laborers, . . .	North Andover, .	For increase in wages, . . .	No	1	-
6	Laborers, . . .	Newton, . . .	Against reduction in wages, .	No	1	1
7	Hod carriers, . . .	Worcester, . .	Against employment of certain workman.	No	1	-
8	Laborers, . . .	Upton, . . .	Against discharge of workmen, .	No	1	-
9	Hod carriers, . . .	Springfield, .	Against employment of an out-of-town union laborer who was not a member of local union.	Yes	1	-
	<i>Stone Working.</i>					
10	Granite cutters, . .	Marion, . . .	Against discharge of certain workman.	No	1	1
11	Brown stone cutters, .	Fall River, . .	Concerning matters of trade jurisdiction.	No	1	-
	Clothing.					
	<i>Boots and Shoes.</i>					
12	Turn workmen, . . .	Marblehead, .	For increase in price on one grade of shoe.	Yes	1	-
13	Packing room employees.	Marblehead, .	Against reduction in wages, .	No	1	-
14	Cutters, . . .	Worcester, . .	Against reduction in wages resulting from enforcement of the 56-hour law.	No	1	-
15	Ironers, . . .	Salem, . . .	Against change in system of payment.	No	1	-
16	Cutters, . . .	North Grafton, .	For increase in wages, . . .	No	1	-
17	Cutters and stitchers, .	Beverly, . . .	For increase in wages, . . .	Yes	1	-
18	Lasters, . . .	Lynn, . . .	For new price list increasing wages.	Yes	1	-
19	Lasting machine operators.	Lynn, . . .	For change in working conditions.	Yes	5	-
20	Treers and Goodyear stitchers.	Marlborough, .	For increase in prices, . . .	Yes	1	-
21	Ironers and treers, . .	Lynn, . . .	For increase in prices, . . .	Yes	1	-
22	Cutters, . . .	Lawrence, . .	Dissatisfaction over price list made when new machines were installed.	No	1	-
23	Levellers, . . .	Lynn, . . .	To establish a standard price list.	Yes	14	-

Reported During 1910 — Continued.

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
Jun. 8	Jun. 10	2	25	-	50	No	Places of strikers were filled.	1
Aug. 10	Aug. 11	1	30	-	30	No	Places of strikers were filled.	2
Aug. 11	Aug. 15	3	26	-	78	Yes	Non-union workmen replaced by union men.	3
Aug. 15	Aug. 17-29	6.7	675	429	9,008	No	Some of the strikers returned to work without concessions; places of others filled.	4
Aug. 15	Aug. 16	1	20	-	20	Partly	Settled by direct negotiations.	5
Sep. 6	Sep. 12	5	115	15	590	No	Majority of strikers returned to work on employer's terms.	6
Sep. 23	Sep. 26	2	28	35	126	No	Places of strikers were filled.	7
Oct. 19	Oct. 21	2	16	-	32	No	Places of strikers were filled.	8
Oct. 20	Oct. 22	2	14	-	28	No	Places of strikers were filled.	9
Mar. 16	Mar. 21	4	46	-	184	No	Places of strikers were filled.	10
May 17	May 18	1	4	3	7	Yes	Settled by direct negotiations between employer and strikers.	11
Jan. 7	Jan. 17	8	24	-	192	Yes	Settled by direct negotiations.	12
Jan. 10	Jan. 12	2	17	-	34	No	Strikers returned to work under same conditions.	13
Jan. 10	Jan. 24	12	18	-	216	Yes	Settlement made by direct negotiations between employer and individual employees.	14
Jan. 14	Jan. 15	1	8	-	8	No	Places of strikers were filled.	15
Jan. 20	Jan. 24	3	11	-	33	Yes	Settled by direct negotiations.	16
Jan. 27	Jan. 31	3	236	-	708	Partly	Settled by direct negotiations. Cutters were granted a slight increase in prices on two or three grades of shoes.	17
Jan. 29	Feb. 2	3	25	-	75	Yes	Settled by a local board of arbitration which awarded demands of strikers.	18
Feb. 1	Feb. 1-3	1.2	113	10	90	Yes	Settled by direct negotiations.	19
Feb. 10	Feb. 15	4	46	442	1,510	Yes	The mediation of the mayor of the city and members of the Board of Trade resulted in conferences between employer and committee of employees whereby employer granted increase in prices.	20
Feb. 21	Feb. 25	4	7	-	28	Yes	Settled by direct negotiations between employer and labor organization.	21
Feb. 24	Feb. 28	3	38	-	114	Partly	Settled by compromise through direct negotiations between employer and employees.	22
Mar. 1	Mar. 1-10	1.6	46	-	73	Yes	Demands granted through direct negotiations between manufacturers and labor organization.	23

TABLE 29. — *Detailed Statement of Strikes*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Clothing — Con.					
	<i>Boots and Shoes — Con.</i>					
1	Dressers and lacers, . .	Lynn, . .	For increase in prices, . . .	Yes	1	-
2	Heel shavers and scourers.	Lynn, . .	Concerning work being done by contract.	Yes	1	-
3	Ironers,	Lynn, . .	Against discharge of fellow workman.	Yes	1	-
4	Edge trimmers, . . .	Spencer, . .	For increase in wages, . . .	No	1	-
5	Ironers and lasters, . .	Lynn, . .	For change in system of payment.	Yes	1	-
6	Stockfitters, . . .	Salem, . .	For Saturday half-holiday, . .	Yes	1	-
7	Edgemakers, . . .	Haverhill, . .	For increase in wages, . . .	Yes	1	-
8	Packers,	Lynn, . .	For reinstatement of discharged employee.	No	1	-
9	Bottom finishers, . .	Lynn, . .	To establish a standard price list.	Yes	2	-
10	Ironers,	Lynn, . .	For increase in prices, . . .	Yes	1	-
11	Assemblers and lasting machine operators.	Lynn, . .	For increase in wages and reduction in hours of labor.	Yes	1	-
12	Stockfitters, . . .	Lynn, . .	To establish a new price list, . .	Yes	4	2
13	Button hole operators and eyeletters.	Lynn, . .	Against discharge of a certain operator.	Yes	1	-
14	Lasters,	Marblehead, . .	For increase in wages, . . .	Yes	1	1
15	Bottom finishers, . .	Chelsea, . .	For reinstatement of discharged foreman.	No	1	1
16	Lasters,	Hudson, . .	For increase in prices, . . .	Yes	1	1
17	Pullers-over, machine operators, and sole layers.	Salem, . .	Against employment of a workman who was not a member of a certain labor organization.	Yes	1	-
18	Lasters,	Marlborough, . .	Against discharge of two workmen.	Yes	1	-
19	Sole leather sorters, . .	Lynn, . .	For recognition of union, . . .	Yes	2	-
20	Ironers,	Lynn, . .	For increase in piece-work prices,	Yes	1	1
21	Lasters,	Lynn, . .	Against employment of a non-union man who was learning to operate a lasting machine,	Yes	1	-
22	Pullers-over, operators, sole layers, assemblers, etc.	Haverhill, . .	Refusal of firm to allow union to collect dues from their members in the factory.	Yes	1	-
23	Lasters,	Lynn, . .	Against employment of certain foreman.	No	1	-
24	Ironers,	Lynn, . .	For reinstatement of discharged employees.	Yes	1	-

¹ For account of court proceedings see Massachusetts Labor Bulletin No. 78, pp. 11, 12.

Reported During 1910 — Continued.

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
Mar. 10	Mar. 11	1	7	—	7	Yes	Settled by direct negotiations.	1
Mar. 10	Mar. 15	4	19	381	1,600	No	Strikers returned to work under same conditions as existed before strike.	2
Mar. 11	Mar. 14	2	10	—	20	No	Strikers returned to work without concessions.	3
Mar. 30	Apr. 2	3	7	—	21	No	Places of strikers were filled.	4
Apr. 1	May 20	41	10	—	410	Yes	Settled by direct negotiations between employer and labor organization.	5
Apr. 4	Apr. 11	6	6	—	36	Yes	Settled by direct negotiations.	6
Apr. 8	May 3	20	13	500	9,260	No	Places of strikers were filled. On June 21 the Superior Court granted a temporary injunction restraining union from interfering with the workmen in the firm's employ. ¹	7
Apr. 12	Apr. 14	2	16	15	62	No	Places of strikers were filled.	8
Apr. 14	Apr. 15	1	38	—	38	Yes	Settled by direct negotiations between manufacturers and labor organization.	9
Apr. 15	Apr. 19	3	25	—	75	Yes	Settled by direct negotiations.	10
Apr. 23	May 6	11	8	—	88	Yes	Settled by direct negotiations between employer and labor organization.	11
Apr. 26	May 10-20	13.5	54	738	8,798	Yes	Settled by direct negotiations between manufacturers and labor organization.	12
Apr. 29	May 2	2	8	—	16	No	Places of strikers were filled.	13
Apr. 29	May 6	6	9	127	816	Yes	Settled by direct negotiations between employer and labor organization.	14
May 9	May 31	18	45	955	12,270	No	Strikers returned to work without concessions.	15
May 13	Jun. 17	29	52	354	11,774	Partly	Question of prices was submitted to the State Board of Arbitration for adjustment. Increase in wages was awarded.	16
May 16	May 21	5	25	—	125	Yes	Workman over whom trouble arose was discharged.	17
May 16	May 26	9	36	183	1,971	Partly	Settlement was due to the efforts of a local board of arbitration. One of the discharged operators left town, the other man was reinstated.	18
Jun. 4	Jul. 28 ²	45	20	—	900	No	Places of strikers were filled.	19
Jun. 20	Jul. 1	10	7	193	1,421	Yes	Demands were granted by direct negotiations between employer and labor organization.	20
Jun. 23	Jun. 27	3	3	—	9	Yes	Settled by direct negotiations between employer and labor organization.	21
Jun. 24	Jul. 5	8	48	—	384	No	Strikers returned to work without concessions.	22
Jun. 29	Jul. 14	12	12	38	372	Yes	Settled by direct negotiations.	23
Jul. 19	Jul. 27	7	6	—	42	Yes	Settled by direct negotiations between employer and labor organization. Former employees were reinstated.	24

² Manufacturers were granted an injunction restraining the union from interfering with their business.

TABLE 29. — Detailed Statements of Strikes

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Clothing — Con.					
1	<i>Boots and Shoes — Con.</i> Stockfitters, . . .	Lynn, . . .	For increase in wages, . . .	Yes	1	-
2	Lasters, . . .	Lynn, . . .	For reinstatement of discharged workmen.	Yes	1	-
3	Shoe workers, . . .	Salem, . . .	Against discharge of fellow workmen.	Yes	1	1
4	Shoe workers, . . .	Salem, . . .	Sympathy, . . .	Yes	5	3
5	Lasters and McKay stitchers.	Lynn, . . .	On account of non-payment of increased wages as previously agreed upon.	Yes	1	-
6	Stockfitters, . . .	Lynn, . . .	For a new scale of wages, . . .	Yes	1	-
7	Lasters, . . .	Lynn, . . .	Misunderstanding relative to request of manufacturers' association that its members refrain from trying to hire the employees of a certain member, who was about to transfer his business to another city, until that member should have completed work on hand.	No	1	-
8	Lasters, . . .	Athol, . . .	For increase in wages, . . .	No	1	-
9	Cutters, . . .	Haverhill, . . .	For increase in weekly wages from \$16 to \$16.50 and reduction in weekly hours from 54 to 50.	No	1	-
10	Heel workers, . . .	Lynn, . . .	Against employment of non-union workman.	Yes	1	-
11	Lasters, . . .	Lynn, . . .	Refusal to work with non-union workman.	No	1	1
12	Lasters, . . .	Lynn, . . .	For reinstatement of discharged employee.	Yes	1	1
13	Lasters, . . .	Salem, . . .	For new scale of wages, . . .	No	1	1
14	Cutters, . . .	Haverhill, . . .	A technical difference concerning piece-work.	No	1	-
15	<i>Buttons, Combs, etc.</i> Machine tenders, . . .	Newburyport, . . .	For increase in wages, . . .	No	1	-
16	<i>Garments.</i> Hose supporter makers, . . .	Worcester, . . .	Because of an adjustment of prices on a certain grade of work which reduced earnings.	No	1	-
17	Pants makers and pressmen.	Boston, . . .	For increase in wages and reduction in hours of labor.	Yes	21	16
18	Skirt makers, . . .	Boston, . . .	For reinstatement of discharged employee.	Yes	1	-
19	Sheepskin coat makers, . . .	Boston, . . .	Lockout on account of dissatisfaction over prices.	-	1	-
20	Cloak and skirt makers, . . .	Boston, . . .	In sympathy with striking garment workers in New York.	Yes	1	1

Reported During 1910 — Continued.

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
Jul. 27	Jul. 30	3	3	-	9	Yes	Settled by direct negotiations between employer and labor organization.	1
Aug. 8	Aug. 11	3	21	72	243	Yes	Settled by direct negotiations between employer and labor organization.	2
Aug. 16	Sep. 16	26	105	70	3,590	Yes	Strikers returned to work.	3
Aug. 16	Sep. 7	17.8	346	950	20,557	Yes	Strikers returned to work.	4
Oct. 3	Oct. 4	1	17	-	17	Yes	Settled by direct negotiations between employer and labor organization.	5
Oct. 5	Oct. 17	10	6	-	60	Yes	Settled by direct negotiations.	6
Nov. 4	Nov. 7	2	40	-	80	Yes	Settled at conference between manufacturer and representative of labor organization of which strikers were members.	7
Nov. 11	Nov. 14	2	9	-	18	Yes	Settled by direct negotiations between employer and employees.	8
Dec. 8	Dec. 9	1	6	-	6	Yes	Settled by direct negotiations.	9
Dec. 20	Dec. 28	6	25	-	150	Yes	Settlement was effected as result of mediation of State Board of Arbitration.	10
Dec. 21	- ¹	18	10	190	3,600	No	Strike was declared off by the union. On Jan. 9, 1911, the court handed down an order enjoining the union concerned from preventing the non-union man from continuing at work.	11
Dec. 22	Dec. 28	4	25	255	1,120	Yes	Settled by direct negotiations between employer and labor organization.	12
Dec. 23	Dec. 30	5	75	575	3,250	Yes	Settled by direct negotiations between manufacturer and representative of labor organization.	13
Dec. 24	- ²	7	6	-	42	Yes	Settled by direct negotiations.	14
May 19	Jun. 1	10	10	-	100	No	Strikers returned to work without negotiations.	15
Jan. 3	Jan. 14	10	18	-	180	No	Strikers returned to work without negotiations.	16
Feb. 21	Mar. 1— Apr. 5	29.5	251	276	15,608	-	Strike was wholly or partly successful in 10 establishments benefiting 147 strikers; failed in 11 establishments.	17
Jul. 27	Aug. 8	10	34	-	340	No	Places of strikers were filled.	18
Aug. 6	Aug. 13	6	4	-	24	Yes	Places of strikers were filled.	19
Aug. 8	Aug. 9	1	75	-	75	No	Strikers returned to work after being assured that no work was being done for New York firms.	20

¹ Settled January 12, 1911.² Settled in January, 1911.

TABLE 29. — *Detailed Statement of Strikes*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Clothing — Con.					
	<i>Garments — Con.</i>					
1	Coat makers, . . .	Boston, .	Against change from a time-rate to a piece-rate system and for reduction in hours of labor.	Yes	1	-
2	Pants makers, . . .	Worcester, .	For reinstatement of discharged employee.	Yes	1	1
3	Skirt makers, . . .	Worcester, .	For increase in wages, . . .	No	1	-
4	Cloak and skirt makers, .	Boston, .	Lockout to resist demands for recognition of union and change in system of payment so as to bring about an increase in wages.	-	1	1
5	Sewing machine operators.	Worcester, .	Against discharge of fellow workman.	No	1	1
6	<i>Hats, Caps, and Furs.</i> Capmakers, . . .	Boston, .	For increase in wages, recognition of union, and closed shop.	Yes	1	1
	Food, Liquors, and Tobacco.					
	<i>Food Products.</i>					
7	Egg lighters and breakers.	Boston, .	Against discharge of employees because of their activity in forming a new union.	Yes	1	-
8	Firemen and engineers,	Springfield, .	For reduction in hours of labor without reduction in wages.	No	1	-
	<i>Liquors.</i>					
9	Brewery workers, . . .	Fall River, .	In order to collect overtime and back pay for time intervening between expiration of old contract and the signing of new agreement granting increase in rates.	Yes	3	2
	Leather and Rubber Goods.					
	<i>Leather and Leather Goods.</i>					
10	Beam house employees,	Peabody, .	For increase in wages, . . .	No	1	-
11	Finishers and tackers,	Winchester, .	In sympathy with strikers in Woburn.	No	1	-
12	Finishers and tackers,	Woburn, .	Objection to amount of work required.	No	1	-
13	Buffers, . . .	Salem, .	Against discharge of fellow workman.	No	1	-
	<i>Rubber and Gutta Percha Goods.</i>					
14	Arctic shoe makers, . .	Watertown, .	For change in working conditions.	No	1	-
15	Tennis shoe makers, . .	Hudson, .	Against readjustment of rates of wages.	No	1	-
	Metals, Machinery, and Shipbuilding.					
	<i>Iron and Steel Manufacture.</i>					
16	Wire weavers, . . .	Clinton, .	For increase in wages, . . .	No	1	-
17	Wire weavers, . . .	Holyoke, .	Disagreement over price to be paid for work done on new power looms.	Yes	1	-

Reported During 1910 — Continued.

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
Aug. 8	Aug. 20	11	15	—	165	Yes	Settled by direct negotiations.	1
Nov. 12	Nov. 14	1	4	11	15	No	Strikers returned to work without concessions.	2
Nov. 29	Dec. 5	5	12	—	60	Yes	Settled by direct negotiations.	3
Dec. 1	— ¹	26	68	—	1,768	Partly	Settled by direct negotiations.	4
Dec. 12	Dec. 16	4	6	14	80	No	Places of strikers were filled.	5
Jul. 25	Aug. 4	9	8	2	90	Partly	Settled by direct negotiations between employer and labor organization. Compromise was made on question of wages, other demands were granted.	6
Jul. 5	Jul. 6	1	17	—	17	No	Places of strikers were filled.	7
Sep. 7	Sep. 9	1	5	—	10	No	Places of strikers were filled.	8
Jul. 15	Jul. 15	.7	78	—	39	Yes	Settled by direct negotiations.	9
Jan. 31	Feb. 1	1	82	—	82	No	Strikers resumed work at old rate of wages.	10
Jul. 13	Jul. 27	12	10	—	120	No	Places of strikers were filled.	11
Jul. 13	Jul. 27	12	25	—	300	No	Places of strikers were filled.	12
Oct. 13	Oct. 20	6	13	—	78	No	Strikers resumed work without concessions.	13
May 9	May 11	2	13	—	26	No	Places of strikers were filled.	14
Nov. 17	Nov. 21	3	13	—	39	No	Strikers returned to work without concessions.	15
Mar. 3	Mar. 28	21	35	13	865	No	Places of strikers were filled.	16
Mar. 3 ¹								
Mar. 10	Apr. 11	33	50	9	1,787	Yes	Settlement was brought about through the intervention of prominent citizens and the State Board of Conciliation and Arbitration.	17
Mar. 19								

¹ Settled January 2, 1911.

TABLE 29. — *Detailed Statement of Strikes*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Metals, Machinery, and Shipbuilding — Con.					
	<i>Iron and Steel Manufacture — Con.</i>					
1	Iron molders, . . .	Waltham, .	For change in working conditions.	No	1	-
2	Polishers and buffers, .	Taunton, .	For increase in wages and against employment of certain foreman.	Yes	1	-
3	Iron molders, . . .	Lowell, .	For union shop, . . .	Yes	2	1
4	Machine molders, . .	Lowell, .	Concerning the number of helpers employed.	No	1	-
5	Iron molders, . . .	Fitchburg, .	Against employment of non-union workmen and for increase in wages.	Yes	1	-
6	Machinists, . . .	Boston, .	For reinstatement of discharged employees.	Yes	1	-
7	Machinists, . . .	Boston, ¹ .	To establish minimum daily rates of \$3 for specialists, \$3.50 for general machinists, and \$4 for tool makers.	Yes	16	1
8	Grinders and polishers, .	Boston, .	Against employment of certain foreman.	No	1	-
9	Blacksmiths, . . .	Brockton, .	For increase in weekly wages to \$17.50 for floormen and \$19.50 for firemen.	Yes	13	10
10	Machinists, . . .	Athol, .	Against discharge of fellow workman.	No	1	-
11	Molders, . . .	Franklin, .	For uniform wage scale of \$3 a day and recognition of union.	Yes	1	1
12	Molders and coremakers.	North Andover.	For increase in minimum rate of wages and abolishment of piece-work.	Yes	1	-
13	Machinists, . . .	Boston, .	Misunderstanding concerning increase in wages.	Yes	1	-
	<i>Miscellaneous Metal Manufactures.</i>					
14	Brass workers, . . .	Westfield, .	Against employment of certain foreman.	No	1	-
15	Electrical supply makers.	Woburn, .	For reduction in weekly hours from 58 to 54.	No	1	-
16	Solderers, . . .	Amesbury, .	Against change from time-rates to piece-rates.	No	1	-
17	Brass molders and coremakers.	Boston, .	For a minimum rate of wages, .	Yes	1	-
18	Buffers, . . .	Amesbury, .	Against change from time-rates to piece-rates.	No	1	-
19	Grinders, . . .	Worcester, .	Against change in premium rates on certain kinds of work.	No	1	-
	<i>Shipbuilding.</i>					
20	Boilermakers, . . .	Boston, .	Against deduction of two hours' pay for short day's work on outside repair work.	No	1	-
21	Sailmakers, . . .	Gloucester, .	To enforce the adoption of union working agreement.	Yes	2	1

¹ Also Cambridge.

Reported During 1910 — Continued.

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
Mar. 21	Mar. 22	1	34	-	34	Yes	Working conditions were improved and strikers returned to work.	1
Mar. 23	Mar. 28	4	5	-	20	No	Places of strikers were filled.	2
Apr. 11	Apr. 14	3	20	6	30	No	Places of strikers were filled in one foundry; the other foundry was shut down permanently.	3
May 4	May 5	1	40	-	40	Partly	Settled by direct negotiations.	4
May 18	May 24	5	13	-	65	No	Places of strikers were filled.	5
May 31	Jun. 8	7	46	35	462	Yes	Settled by direct negotiations.	6
Jun. 1	Jun. 13—Nov. 10	38.3	638	8	22,313	-	Increase in wages was granted through direct negotiations in two establishments, benefiting 98 men; places of 391 strikers were filled; others returned to work without concessions or found employment elsewhere. Temporary injunction was granted by the Superior Court to several of the firms involved restraining interference with their business. ²	7
Jun. 22	Aug. 1	33	17	14	729	No	Places of strikers were filled.	8
Jul. 9	Jul. 14	4	30	-	120	Partly	Settled by a local board of arbitration. Floormen were awarded \$16 and firemen \$19 a week.	9
Jul. 11	Jul. 18	6	203	-	1,218	Partly	Settled by direct negotiations.	10
Jul. 13	Jul. 27	12	19	11	360	Partly	Settled by direct negotiations.	11
Aug. 2	Aug. 29	23	55	10	1,482	Partly	Settled by direct negotiations.	12
Sep. 10	Oct. 1	18	15	-	270	No	Places of strikers were filled.	13
Jan. 28	Jan. 29	1	7	-	7	No	Places of strikers were filled.	14
Jun. 3	Jun. 6	2	30	-	60	Yes	Settled by direct negotiations.	15
Jul. 15	Jul. 20	4	12	-	48	No	Some of the strikers returned to work, places of others were filled.	16
Aug. 15	Sep. 6	18	17	9	414	Yes	Settled by direct negotiations.	17
Sep. 13	Sep. 21	7	30	-	210	No	Strikers returned to work on employer's terms.	18
Sep. 28	Sep. 29	1	20	-	20	No	Most of the strikers returned to work without concessions; places of others were filled.	19
Aug. 4	Aug. 19	13	60	-	780	Yes	Settled by direct negotiations.	20
Aug. 18-23	Sep. 12	18	30	-	580	Yes	Settlement was effected through mediation of State Board of Conciliation and Arbitration.	21

² See Massachusetts Labor Bulletin No. 78, pp. 12, 13, 14.

TABLE 29. — *Detailed Statement of Strikes*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Printing and Allied Trades.					
1	<i>Printing and Publishing.</i> Compositors, . . .	North Adams,	Concerning the validity of union card in the possession of a new employee.	No	1	-
2	Compositors, . . .	Boston, ¹	For increase in wages, . . .	Yes	4	-
	<i>Lithographing and Engraving.</i>					
3	Photo-engravers, . . .	Boston,	For closed shop, . . .	Yes	13	1
	Public Employment.					
	<i>State.</i>					
4	Hospital attendants, .	Worcester, .	Concerning hours of labor, .	No	1	-
	Restaurants and Trade.					
	<i>Hotels and Restaurants.</i>					
5	Engineers and firemen, .	Boston, .	Against increase in daily hours from 8 to 10.	Yes	1	-
	<i>Trade.</i>					
6	Bartenders, . . .	Boston, .	For increase in weekly wages to \$18 and reduction in weekly hours to 60.	Yes	7	1
7	Clerks, . . .	Worcester, .	Lockout to resist demands for Wednesday half-holiday.	-	1	-
8	Bartenders, . . .	New Bedford,	To establish a 60-hour week, . .	Yes	1	-
9	Clerks, . . .	Brockton, .	Against discharge of fellow employee.	No	5	-
10	Bartenders, . . .	New Bedford,	For reinstatement of discharged employees.	Yes	1	-
11	Packers, teamsters, and helpers.	Boston, .	For reduction in hours of labor,	No	1	-
	Textiles.					
	<i>Bleaching, Dyeing, and Printing.</i>					
12	Paperers, . . .	North Adams,	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	-
13	Printers, . . .	Southbridge,	To regulate rules relating to apprentice system.	Yes	1	-
	<i>Cotton Goods.</i>					
14	Loomfixers, . . .	Taunton, .	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	-
15	Spinners and doffers, .	Fitchburg, .	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	-

¹ Also Norwood.

Reported During 1910 — Continued.

DURATION		Average Duration (Work) ing Days)	Num- ber of Strik- ers	Num- ber of Other Em- ploy- ees Thrown Out of Work	Num- ber of Work- ing Days Lost	Suc- ceeded	Remarks	
DATES ON WHICH --								
Employ- ees Left Work	Strikers were Re- employed or their Places Filled by Others							
Jun. 18	Jun. 20	1	6	-	6	No	Strikers found they were in error and returned to work.	1
Oct. 24	Oct. 25	1	10	-	10	No	Places of strikers were filled.	2
Jul. 26	Aug. 5- Oct. 20	34.1	204	-	6,627	-	Strike was successful in one shop; in the other shops the places of the majority of the strikers were filled. On Oct. 31 a decree of perpetual injunction was issued by the Superior Court forbidding any persuasion of employees to leave the employment of the firms involved in the strike in question and forbidding the continuance of the strike or the payment of strike benefits in aid thereof. See Massachusetts Labor Bulletin No. 78, pp. 12, 13.	3
May 5	May 9	4	10	-	40	No	Places of strikers were filled.	4
Nov. 1	Nov. 14	11	7	-	77	Yes	Settled by direct negotiations.	5
Mar. 3-7	Mar. 8- May 2	10	15	-	176	-	Strike was successful in 4 establishments, benefiting 10 men; places of strikers were filled in 3 establishments.	6
Jun. 15	Jun. 16	1	4	-	4	Yes	Places of strikers were filled.	7
Aug. 8	Aug. 11	3	3	-	9	Yes	Settled by direct negotiations.	8
Sep. 1	Sep. 2-29	7.6	6	-	44	-	Places of majority of strikers were filled, others returned to work without negotiations.	9
Sep. 7	Oct. 3	22	2	-	44	Yes	Settled by direct negotiations.	10
Sep. 19	Sep. 21	2	20	-	40	No	Strikers returned to work without concessions.	11
Jan. 12	Jan. 13	1	68	-	68	No	Settled by direct negotiations.	12
Jan. 12	Jan. 24	10	6	-	60	Yes	Settled by direct negotiations.	13
Jan. 5	Jan. 10	4	10	131	564	No	Strikers returned to work without concessions.	14
Jan. 10	Jan. 17	6	60	-	300	No	Strikers returned to work without concessions.	15

TABLE 29. — *Detailed Statement of Strikes*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Textiles — Con.					
	<i>Cotton Goods — Con.</i>					
1	Ring spinners, . . .	Fall River, .	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	-
2	Ring spinners, . . .	Fall River, .	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	-
3	Ring spinners, . . .	Fall River, .	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	1
4	Doffers and back boys, .	Grafton, .	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	-
5	Ring spinners, . . .	Fall River, .	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	-
6	Dyers,	Fall River, .	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	-
7	Ring spinners, . . .	Fall River, .	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	-
8	Ring spinners, . . .	Fall River, .	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	-
9	Ring spinners, . . .	Fall River, .	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	-
10	Loomfixers, weavers, spinners, and spooler-tenders.	Webster, .	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	-
11	Back boys, feeders, doffers, and hoister.	Fall River, .	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	-
12	Beamers, quillers, and tapers.	Fall River, .	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	-
13	Drawing-in girls, . .	Adams, .	Against change from time-rates to piece-rates when 56-hour schedule became effective.	No	1	-
14	Doffers and spinners, .	Lawrence, .	For increase in wages, . . .	No	1	-
15	Weavers,	Fall River, .	Against reduction in wages resulting from enforcement of 56-hour law.	No	1	-
16	Weavers,	South Hadley.	For increase in wages, . . .	No	1	-
17	Weavers,	Fall River, .	For increase in wages, . . .	No	1	-
18	Spoolers,	Chicopee, .	Against change in working conditions.	No	1	-
19	Carders,	Chicopee, .	For increase in wages, . . .	No	1	-
20	Weavers,	New Bedford,	For readjustment of wages incident to change in required number of looms to be operated by each weaver.	No	1	1
21	Weavers,	Adams, .	Grievance as to shortage of "filling" used in operating looms, causing irregular employment.	No	1	-
22	Weavers,	Lawrence, .	For increase in wages, . . .	No	1	-
23	Spinners and doffers, .	Lowell, .	For increase in wages, . . .	No	1	-
24	Ring spinners, . . .	Lowell, .	For increase in wages, . . .	No	1	-
25	Ring spinners, . . .	Lowell, .	For increase in wages, . . .	No	1	-
26	Ring spinners, . . .	Lowell, .	For increase in wages, . . .	No	1	-

Reported During 1910 — Continued.

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
Jan. 14	Jan. 24	8	50	65	762	No	Strikers returned to work without concessions.	1
Jan. 14	Jan. 20	5	75	125	750	No	Strikers returned to work without concessions.	2
Jan. 14	Jan. 20	5	90	740	2,670	No	Strikers returned to work without concessions.	3
Jan. 14	Jan. 19	4	14	15	109	No	Strikers returned to work without concessions.	4
Jan. 15	Jan. 31	13	45	300	4,485	No	Strikers returned to work without concessions.	5
Jan. 17	Jan. 20	3	14	—	42	Yes	Settled by direct negotiations.	6
Jan. 17	Jan. 24	6	45	78	660	No	Strikers returned to work without concessions.	7
Jan. 17	Jan. 19	2	20	400	840	No	Strikers returned to work without concessions.	8
Jan. 17	Jan. 19	2	25	—	50	No	Strikers returned to work without concessions.	9
Jan. 17	Jan. 31	12	560	33	7,050	No	Strikers returned to work without concessions.	10
Jan. 18	Jan. 25	6	18	20	228	No	Strikers returned to work without concessions.	11
Jan. 18	Mar. 10	43	47	10	2,051	No	Strikers returned to work without concessions.	12
Jan. 20	Jan. 26	5	19	205	608	No	Strikers returned to work on employer's terms.	13
Jan. 24	Jan. 27	3	153	110	480	Partly	Settled by direct negotiations.	14
Jan. 25	Jan. 27	2	108	31	278	No	Settled by direct negotiations between representatives of employer and employees.	15
Feb. 14	Feb. 23	7	55	—	385	No	Majority of the strikers returned to work without concessions.	16
Feb. 21	Feb. 28	5	31	—	155	No	Strikers returned to work without concessions.	17
Mar. 7	Mar. 10	3	50	—	150	No	Majority of the strikers returned to work without negotiations.	18
Mar. 14	Mar. 17	3	30	—	90	No	Places of strikers were filled.	19
Apr. 4	May 2	23	576	631	27,130	Partly	Slight increase in price per cut on certain kind of work was made by manufacturer.	20
May 4	May 11	6	173	40	1,238	No	Strikers returned to work without concessions.	21
May 10	May 20	9	76	—	684	No	Strikers returned to work without concessions.	22
Jun. 1	Jun. 4	3	108	—	324	Yes	Settled by direct negotiations.	23
Jun. 6	Jun. 23	15	90	70	2,400	No	Strikers returned to work after negotiations failed.	24
Jun. 10	Jun. 14	3	51	—	153	No	Places of strikers were filled.	25
Jun. 13	Jun. 27	12	305	1,877	11,731	No	Strikers resumed work.	26

TABLE 29. — *Detailed Statement of Strikes*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organ- izations	ESTABLISH- MENTS	
					Num- ber In- volved	Num- ber Closed
Textiles — Con.						
Cotton Goods — Con.						
1	Weavers,	Fall River, .	For increase in wages. . . .	No	1	-
2	Weavers,	New Bedford,	For readjustment of rates of wages.	No	1	-
3	Slasher tenders,	New Bedford,	For increase in weekly wages from \$12 to a minimum of \$13.	Yes	13	-
4	Weavers,	Fall River, .	For change in working conditions.	No	1	-
Flax, Hemp, and Jute Goods.						
5	Weavers,	North Brookfield.	Against change in system of payment.	No	1	-
6	Spinners, doffers, and others,	Ludlow, . .	Objection to new overseer, . .	No	1	-
7	Creeper boys,	Ludlow, . .	For increase in wages, . . .	No	1	-
Woolen and Worsted Goods.						
8	Comb and drawing-room employees,	Fitchburg,	Against reduction in wages due to enforcement of 56-hour law.	No	1	-
9	Combers and carders, . .	Norton, . .	For increase in wages, . . .	No	1	-
10	Weavers,	Webster, . .	Against change from time-rates to piece-price system.	No	1	-
11	Carpet and rug weavers,	Auburn, . .	For increase of one cent a yard in prices.	Yes	1	-
12	Sewers, burlers, and speckers,	Holden, . .	Against reduction in wages due to the enforcement of the 56-hour law.	No	1	-
13	Tapestry and velvet weavers,	Boston, . .	Against reduction in wages, . .	No	1	-
14	Weavers,	Clinton, . .	Objection to running one loom on white work and one loom on fancy mixed work instead of two looms on white work.	No	1	1
15	Weavers,	Millbury, . .	For increase in wages, . . .	No	1	-
16	Weavers,	Huntington, .	For payment of bonus on certain class of work.	No	1	1
17	Drawing-room employees and spinners,	Hardwick, . .	For increase in wages, . . .	No	1	-
18	Weavers,	Millbury, . .	Objection to foreman, . . .	No	1	-
19	Spinners,	Webster, . .	For increase in wages, . . .	No	1	-
20	Spinners,	Barre, . . .	For reinstatement of discharged overseer.	No	1	-
Transportation.						
Railroads.						
21	Laborers,	Boston, . .	For increase in wages, . . .	No	1	-
22	Laborers,	Worcester, . .	For increase in wages, . . .	No	1	-
23	Conductors, trainmen, and yardmen,	Massachusetts	To bring about the standardization of rates of wages, so as to put them on the same basis as those of other railroad systems.	Yes	1	-

: Strike declared off by union involved.

Reported During 1910 — Continued.

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
Jun. 24	Aug. 23	49	130	35	8,085	No	Strikers returned to work after negotiations failed.	1
Jul. 13	Jul. 15	2	56	-	112	Yes	Settled by direct negotiations between employer and employees.	2
Jul. 25	Sep. 6 ¹	3.2	72	-	213	No	Places of strikers were filled; later, after strike was declared off, many strikers were reinstated.	3
Aug. 22	Aug. 29 ²	6	60	-	360	No	Places of strikers were filled.	4
Feb. 10	Feb. 28	14	21	-	294	No	Places of strikers were filled.	5
May 23	May 24	1	175	89	264	No	Strikers resumed work after negotiations failed.	6
Jun. 21	Jun. 23	2	40	-	80	No	Strikers returned to work without negotiations.	7
Jan. 4	Jan. 11	6	60	-	360	Yes	Strikers returned to work without negotiations.	8
Jan. 4	Jan. 6	2	39	49	127	No	Strikers returned to work without negotiations.	9
Jan. 11	Jan. 12	1	10	10	20	No	Places of strikers were filled.	10
Jan. 12	Jan. 26	12	30	40	840	Partly	Settled by direct negotiations. Manufacturer granted increase of one-half cent a yard in prices for weaving.	11
Jan. 18	Jan. 19	1	26	-	26	Yes	Settled by direct negotiations.	12
Jan. 31	Feb. 7	76	98	452	29,814	Yes	Settled by direct negotiations.	13
Feb. 26	May 2							
Feb. 2	Feb. 14	10	20	137	1,022	Partly	Manufacturer granted increase in price on one style of work and strikers resumed work.	14
Feb. 26	Mar. 5 ²	6	15	-	90	No	Places of strikers were filled.	15
Mar. 23	Apr. 4	10	40	90	1,300	No	Settled by direct negotiations.	16
Apr. 7-12	Apr. 20	10	135	110	1,710	No	Strikers returned to work after negotiations failed.	17
May 6	May 9	2	15	-	30	No	Places of strikers were filled.	18
May 27	May 28	1	22	-	22	No	Most of the strikers resumed work without concessions.	19
Jun. 6	Jun. 7	1	10	-	10	No	Strikers returned to work without negotiations.	20
Apr. 15	Apr. 26	8	122	356	2,756	No	Places of strikers were filled.	21
Apr. 20	Apr. 27	6	74	-	444	No	Strikers returned to work without negotiations.	22
Jul. 18	Aug. 2	13	65	-	845	Partly	Through the intervention of the Canadian Minister of Labour a settlement was made between the management and its employees; a portion of the rates demanded by the strikers was granted with provisions for a full standardization of wages on Jan. 1, 1912.	23

* Estimated.

TABLE 29. — *Detailed Statement of Strikes*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Or- dered by Labor Organ- iza- tions	ESTABLISH- MENTS	
					Num- ber In- volved	Num- ber Closed
	Transportation—Con.					
	<i>Teaming.</i>					
1	Piano movers, . . .	Boston, .	For increase in weekly wages from \$16 to \$18 for drivers and from \$15 to \$17 for helpers.	Yes	4	-
2	Ice teamsters and help- ers.	Worcester, .	For increase of \$2 in weekly wages.	No	1	-
	<i>Freight Handling.</i>					
3	Freight handlers, . .	New Bedford,	For increase in wages, . . .	No	1	-
4	Laborers,	Boston, .	For increase in wages, . . .	No	1	-
	Wooden Manufac- tures.					
5	Cabinet makers, . . .	Boston, .	For increase in wages, . . .	Yes	2	-
6	Cabinet makers, . . .	Lawrence, .	For reduction in weekly hours of labor from 55 to 50.	Yes	2	1
	Miscellaneous.					
	<i>Chemicals.</i>					
7	Employees in acid de- partment.	Leominster, .	For increase in wages and reduc- tion in hours of labor.	No	1	-
8	Coopers,	Cambridge, .	To establish a higher rate of wages.	Yes	1	-
	<i>Paper and Paper Goods.</i>					
9	Rag cutters,	Dalton, .	For increase in wages to \$1.50 a day.	No	1	-

Reported During 1910 — Concluded.

DURATION			Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —									
Employees Left Work		Strikers were Re-employed or their Places Filled by Others							
May 2	May 3-9	3.8	92	1	226	-	Strike was partly successful in one establishment, where 60 men were granted increase of \$1 a week; as this rate of wages was paid before men struck in one establishment involved the strikers were ordered back to work by their union; strike failed in two establishments where places of strikers were filled. ¹	1	
May 11	May 12	1	40	-	40	No	Employer had offered men previous to strike an increase in wages of \$1 a week and they returned to work on these terms.	2	
Mar. 8	Mar. 10	2	130	-	260	No	Places of strikers were filled.	3	
Apr. 9	Apr. 11	1	75	-	75	No	Strikers resumed work without concessions.	4	
Jun. 1-11	Jun. 3-16	3	9	-	32	-	Strike was successful in one shop benefiting 7 strikers; failed in one shop.	5	
Jul. 1	Jul. 22-Aug. 15	27.5	73	10	1,873	No	Most of the strikers returned to work under same conditions as prevailed before strike.	6	
Mar. 30	Mar. 31	1	21	-	21	No	Strikers resumed work without negotiations.	7	
Jul. 25	Aug. 8	12	2	-	24	No	Places of strikers were filled.	8	
Mar. 21	Mar. 28	6	70	10	440	Partly	Settled by direct negotiations; strikers were granted \$1.40 a day.	9	

¹ For account of court proceedings see Massachusetts Labor Bulletin No. 78, p. 15.

CLASSIFICATION OF CAUSES.

Anything that may produce a disagreement between employer and employee may be the cause of a strike or lockout, yet, while there are many differently stated objects, an examination shows that nearly all of them fall within a comparatively few leading causes or groups of causes. Space does not permit the publication in this report of all causes in detail. For all practical purposes a study of causes can better be made when they are classified. All causes have been classified under seven groups six of them being specific, and the seventh being a miscellaneous group. A list of the groups of causes and all the causes included under each group are given below.

Examples of Classification of Causes of Strikes and Lockouts taken from those Occurring in Recent Years.

1. Wages.

A. FOR INCREASE.

- For advance in wages.
- For new price list.
- For pay for overtime work.
- For adoption of union scale.
- For minimum rate of wages.
- For payment of premium generally granted.
- For increase in wages of 10 cents a day to cover expense of car-fares.
- For increase in wages on transfer from excavating to concrete work.
- For increase in pay for some work that was running poorly in the looms.
- Against the demands of the company for a higher grade of work on a low grade shoe.
- Because the firm would pay only wages which they considered the help were worth.
- For a change of wage scale.
- For flat rate of wages.
- For a change in price list — more pay for some kinds of work, less for others, but no change in weekly earnings as a whole.

B. AGAINST DECREASE.

- Against reduction in wages.
- Against proposed reduction.
- Against reduction in piece-prices.

B. AGAINST DECREASE — Con.

- Against a reduction in wages of about 10%. The men claimed that the looms were out of order and they could not earn sufficient unless they were repaired.
- Against regulation of prices according to new styles of work.

C. SYSTEM OF PAYMENT.

- Against change in system.
- Dissatisfaction with premium systems.
- For change from day to piece or from piece to day rate.
- Misunderstanding as to wage scale.
- Against change in method of payment from time work to piece work in the case of several lasters and against the requirement to keep separate accounts in books of work done.

D. READJUSTMENT OF RATES.

- Against proposed reduction in wages on account of new process.
- Alleged bad material.
- Against proposed price list for new line of shoes.
- On account of difficulties or ease in working, quality of material, etc.

1. Wages — Concluded.

D. READJUSTMENT OF RATES — Con.

Against proposed reduction in wages in consideration of being relieved of certain unskilled work.

Against proposed reduction in piece-rates on account of improved machinery.

Against new price list which was made upon the introduction of new stitching machines.

Against change in piece-work prices adopted upon introduction of new apparatus and new working conditions.

E. OTHER.

For renewal of price list contract.

Disputes as to wages due.

E. OTHER — Con.

For payment of wages for time lost.

Alleged grievance as to short payment.

Dissatisfaction with price list.

For payment of wages before the regular pay day.

Misunderstanding as to new wage agreement.

Against delay of payment.

Disputes as to frequency of pay days and change of pay days.

Against withholding a part of wages as a guaranty.

Against alleged unfair distribution of wage increase.

Against trading at company's store.

2. Hours of Labor.

A. FOR DECREASE.

For decrease in regular hours of labor.

For weekly half-holiday.

For 8-hour instead of 12-hour shifts.

For 8 hours' work for 9 hours' pay.

For Saturday afternoon with pay during entire year.

For an agreement relative to closing Wednesday nights and Tuesday afternoons during July, August, and September, or to prevent opening Wednesday nights of stores which had closed heretofore.

For reduction in hours of labor. Men worked from 6.30 A.M. to 6.45 P.M., including time spent in traveling to and from work on employer's cars (actually worked from 7 A.M. to 5.45 P.M.), and wanted to quit work so as to arrive home at 5.30 P.M.

For decrease in hours of labor from 10 to 9 hours a day and also for back pay due.

B. AGAINST INCREASE.

Against proposed increase in hours of labor.

Against rule that piece-workers conform to hours of time-workers.

The working hours were increased from 50 to 55 hours a week which was objected to by the strikers, who went out, although they had an op-

B. AGAINST INCREASE — Con.

portunity to earn more money; they did not wish to see working hours increased.

C. OTHER.

Disputes as to time of starting and leaving off work.

Disputes as to arrangements of working hours.

Against working overtime without pay.

Regarding time allowance and entry into factory.

Against reduction in working hours.

Against proposal that men work less number of days in order to avoid reducing number of employees.

Against refusal of employer to grant usual summer vacation.

That work should not begin before 8 A.M. or that overtime should be paid for all work done before 8 A.M.

For reduction in hours of labor. Laborers were given transportation from contractor's place of business to place of work and desired the time occupied in going to and returning from work deducted from their 9-hour day.

3. Employment of Particular Classes of Persons.

A. AGAINST EMPLOYMENT OF LABORERS INSTEAD OF SKILLED WORKERS.

Against introduction of female labor.

Against extension of female labor.

B. AGAINST EMPLOYMENT OF WOMEN INSTEAD OF MEN.

Against employment of women on certain work.

3. Employment of Particular Classes of Persons—Concluded.

C. AGAINST EMPLOYMENT OF APPRENTICES (NOT INVOLVING TRADE UNION RULES).

- Against employment of boys instead of men.
- Disputes regarding number of apprentices allowed to journeymen.
- Refusal to work with apprentices.
- Refusal to withdraw an extra learner who had been put to work.

D. FOR REINSTATEMENT OF DISCHARGED EMPLOYEES.

- For reinstatement of a certain employee.
- Against discharge of a fellow employee.
- For reinstatement of employees discharged because of change in working conditions.
- Because all men were not re-employed on conclusion of a previous dispute.
- Against transfer of some of their number to another shop.
- For reinstatement of man discharged for refusing to work on holiday.
- For reinstatement of discharged employee whose place had been filled during his absence from work.
- For reinstatement of cutter who was discharged for insulting member of firm.
- For reinstatement of employee who refused to work on a stated Saturday on which the men had voted not to work.
- For reinstatement of two men discharged for drunkenness.
- Because of discharge of one employee whose work had been unsatisfactory.
- For reinstatement of shop delegate who had been discharged.
- On account of the discharge of a union man who refused to work with a non-union man.

E. AGAINST EMPLOYMENT OF CERTAIN OFFICIALS.

- Protest against conduct of foreman.
- Objection to new foreman, etc.
- Refusal to work under alleged incompetent foreman.
- For discharge of foreman who discharged a fellow employee.
- Objection to new foreman who insisted upon men working faster than old foreman.
- Objection to foreman who had discharged a steam driller, had compelled men to work in rain, and had not treated the men with respect.
- Refused to work under foreman who showed partiality.
- Because men did not like the foreman — the men were non-union.
- For discharge of a new foreman.
- For discharge of forewoman who was too exact about work of employees.

F. DISPUTES BETWEEN CLASSES OF EMPLOYEES.

- Concerning matters of trade jurisdiction not involving union rules.
- Concerning employees working out of regular occupation.
- Against employers doing journeymen's work.

G. OTHER.

- Refusal to work with persons of certain nationalities, religious denominations, etc.
- Refusal to finish work begun by other classes of workmen.
- Against discharge of foreman.
- Because foreman left employ of company.

4. Working Conditions.

A. FOR CHANGE IN EXISTING ARRANGEMENT.

- Dissatisfaction with working conditions.
- For provision of helpers.
- Against Sunday labor.
- For change in system of ventilation.
- For change in working rules, etc.
- For number in gang to be increased on account of heavy work.
- For reduction in amount of work without change in wages.

A. FOR CHANGE IN EXISTING ARRANGEMENT — Con.

- For establishment of a limited day's work instead of unlimited.
- For improving working conditions.
- Disagreement as to the interpretation of one clause of a new agreement relating to working conditions.
- Objection to prevailing method of inspecting work.
- Against doing certain kinds of work, alleging that it was women's work.

4. Working Conditions—Concluded.

A. FOR CHANGE IN EXISTING ARRANGEMENT—Con.

To obtain a location in mill more pleasing to members of department.
Readjustment of working conditions in one department.

B. AGAINST CHANGE IN EXISTING ARRANGEMENT.

Against introduction of or change in machinery.
Against alterations in working rules.
Against reduction in number of helpers on job.
Against system of time clocks.
To resent profane and abusive language by the foreman.
Against raising standard of work.
Against demand for new and additional work.
Against adoption of two-loom system and reduction in price per pick.
Doffers had got into the habit of running about the spinning room instead of staying at their frames.

B. AGAINST CHANGE IN EXISTING ARRANGEMENT—Con.

Were ordered to stay where they belonged and refused to do so.
Because of an increase in the number of ends in the chain from 500 to 750.

C. OTHER.

Against imposition of fines for poor work, tardiness, etc.
Against use of injurious materials.
Dispute about being required to furnish tools or supplies.
Against charges for supplies or uniforms.
Against deductions from wages for poor work on shoes which had been sold and worn and returned as unsatisfactory.
Refusal to pay for damaged work.
Objection to equality system.
Refusal to do good work.
To enforce abolition of fines for imperfect work.

5. Trade Unionism.

A. CLOSED SHOP.

For closed shop.
Against open shop.
Against discharge of union men.
Refusal to work with non-union workmen.
Refusal to work with foreman not a member of union.
Refusal to work with men in arrears to union.
Against employment of workmen who had violated union rules.
For closed shop and union conditions.
For open shop.
For discharge of non-union workman.
Against employment of non-union workmen.
Desire of a few agitators to make foundry a union shop.
Refusal to work with teamster who had promised to join union and failed to do so.
Because firm employed non-union teamster, and they demanded that the firm should either compel the man to join the union or discharge him.
Against violation of union agreement and against attempt to run open shop.
To have establishment assist in the movement of unionizing its employees by discharging a so-called non-union man.

A. CLOSED SHOP—Con.

Against violation of union rule which is that a member of less than one year's standing cannot be employed in one shop for more than four months.
Because the validity of a union card in the possession of a new employee was questioned by fellow workmen.

B. DISPUTES BETWEEN CLASSES OF EMPLOYEES.

Regarding matters of trade jurisdiction.

C. RECOGNITION OF UNION.

Refusal of employer to sign agreement with union.
Refusal of employer to negotiate with officials of employees' union.
Refusal of employer to employ union workmen.
Refusal of employer to allow men to form a trade union.
For recognition of union.

D. APPRENTICE RULES.

Against employment.
Change in ratio.
For employment of but one apprentice in each shop.

5. Trade Unionism—Concluded.

E. OTHER.

Against selling or handling non-union material.
 Regulation of method of hiring or discharging employees.
 Refusal to work with a trade unionist who was not a member of local union.
 Refusal to work with trade unionist who had worked during a previous lockout.
 Against dealing with organization of employers.
 Against right of employer to discharge employee for any causes but those specified in contract.
 Concerning right of committee of union to examine works as to safety and sanitary conditions.
 Unwillingness of union to concede to skipper of a boat the right of hiring or discharging engineers; a right belonging to general manager.

E. OTHER—Con.

Against violation of union contract.
 Concerning rules regulating time and length of visit of union business agents to shop.
 For recognition of old agreement (including nine-hour day, closed shop, and pay for legal holidays) with cash bond as guarantee that employers would live up to agreement.
 Against discontinuance of use of union label.
 To compel fellow workmen to join certain labor organization.
 Because employees refused to join the B. & S. W. U. after having previously agreed to do so, the firm being obliged to have the union stamp because their customers desired it.
 For discharge of employees who were members of a rival association.

6. Sympathetic Strikes.

Against performing work for the establishments in which a strike or lockout is pending.
 Against furnishing material to such

establishments.
 Sympathy with strikers in another locality.

7. Miscellaneous.

Against change in date of yearly scale.
 Against signing contracts.
 Against subcontracting.
 Misunderstanding in regard to housing laborers.

For enforcement of law in certain matters.
 Other causes which were too imperfectly reported to be subject to proper classification.

SPECIMEN FORMS OF INQUIRY TO EMPLOYERS AND REPRESENTATIVES OF THE EMPLOYEES CON- CERNED RELATING TO STRIKES AND LOCKOUTS.

1. CIRCULAR LETTER OF INQUIRY SENT TO EMPLOYERS.



CHARLES F. GETTEMY
DIRECTOR

The Commonwealth of Massachusetts

Bureau of Statistics

LABOR DIVISION

State House

Boston,

This Bureau is desirous of obtaining a *complete* and *accurate* record of strikes and lockouts in Massachusetts, as they occur, for publication in the Annual Report to the Legislature.

These statistics are collected and published by the Bureau in pursuance of the general provisions of the law governing the duties of this department; but since no legal requirement rests upon employers to notify this Bureau that a strike or lockout has *begun*, we are necessarily dependent upon various other sources for our primary information. Such information (which is *not always accurate or complete*) we desire to subject to official verification by the parties immediately concerned, and, therefore, ask that you kindly answer as many as possible of the questions on the form annexed in so far as they relate to

Permit me to assure you that any information you may be willing to furnish will be used solely for statistical purposes and *will not be published under your name*, although the names of establishments and organizations concerned in large and important disputes may occasionally be published when the information is a matter of common knowledge and publicity in the press.

If from any cause you are unable at present to answer the questions on Part II of the form, will you kindly fill in and return Part I at once and send Part II as soon as it is possible to do so.

The practice of the Bureau is to ask a representative of the employees affected by the dispute for similar particulars.

Assuring you of our appreciation of your courtesy in this matter, I am

Respectfully yours,

CHARLES F. GETTEMY,
Director.

2(a). SCHEDULE SENT WITH CIRCULAR LETTER TO
EMPLOYERS (PART I).

Information for the use of the Bureau of Statistics, State House, Boston.

STRIKES AND LOCKOUTS

Definitions: A *strike* is a concerted withdrawal from work by a part or all of the employees of an establishment or several establishments to enforce a demand on the part of the employees. A *sympathetic strike* is one in which the employees of an establishment, or of several establishments, make no demand for their own benefit but go out in order to assist the employees of some *other* establishment in enforcing their demand.

A *lockout* is a refusal on the part of the employer or several employers to permit a part or all of the employees to continue at work, such refusal being made to enforce a demand on the part of the employers.

PART I. To be returned as soon as possible without waiting for termination of dispute.

1. City or town in which dispute took place?
2. Name of employer or establishment affected?
3. What other firms, if any, were involved in this strike?
4. Industry?
5. Locality, street and number of place of business?
6. Cause or object? (Answer this question so as to show the difference between the conditions under which the employees worked before the strike and the conditions which they desired to obtain by striking.)

Kindly enclose copy of any demands, application, or notice connected with the origin of the dispute, marking the chief points in controversy.

7. Date of first demand or notice which led to the dispute?
8. Date on which employees first left work? Time of day?
9. Was the strike ordered by a labor organization? Name of organization?
10. Was the entire establishment closed on account of strike or lockout? For how many days?
11. Number of persons employed in establishment before strike or lockout?

Males
Females
Total

12. OCCUPATIONS OF STRIKERS. (For those who did not strike on the first day, state the day on which they struck.)	TOTAL NUMBER OF STRIKERS		APPRENTICES AND YOUNG PERSONS	
	Men	Women	Males	Females

13. OCCUPATIONS OF OTHER EMPLOYEES. (Who were involuntarily thrown out of work as a result of the strike of other employees but who were not on strike themselves.)	TOTAL NUMBER THROWN OUT OF WORK		APPRENTICES AND YOUNG PERSONS	
	Men	Women	Males	Females

2(b). SCHEDULE SENT WITH CIRCULAR LETTER TO
EMPLOYERS (PART II).

Information for the use of the Bureau of Statistics, State House, Boston.

STRIKES AND LOCKOUTS

PART II. To be returned as soon as the dispute is terminated.

14. Date on which agreement to resume work was made?
15. Date on which work was actually resumed?
16. If strike was not declared off, when were the places of enough strikers filled so that employer was enabled to carry on the work practically as before the strike?
17. How many working days were the employees, who were involuntarily thrown out of employment by the strike, out of work?
18. Under what conditions or terms was work resumed? Kindly show for each demand whether and in how far it was granted or what other concessions were made.

Kindly enclose copy of any printed or written agreement.

19. Number of persons employed after the strike who were not employed before?
Males Females Total
20. Method of settlement (Place a cross (X) opposite the method used in this dispute):
By negotiation between employer and employees, or their representatives.
By arbitration (referred to and settled by a distinctive third party).
If settled by arbitration give name of person or body acting as arbitrator.
By filling places of strikers.
If settled by filling places were the employees secured from other localities?
By other methods (specify).
21. Was the time lost by this strike made up for after the close of the conflict (through increased activity or overtime work)?
22. If the result involved a **change in the rate of wages or hours of labor**, give the following particulars for **all employees** whose wages or hours were changed, whether strikers or not.

OCCUPATIONS OF EMPLOYEES AFFECTED BY CHANGES IN WAGES OR HOURS.	Date from which Change took Effect 1910	Number of Employees whose Wages or Hours were Changed		Rates of Wages		Hours of Labor a Week Exclusive of Meal Periods and Overtime	
		Males	Females	Before Change	After Change	Before Change	After Change
				\$ per	\$ per		

23. Remarks regarding violence, intimidation, boycotts, picketing, and injunctions in this dispute?

Date

19 Information furnished by

3. CIRCULAR LETTER SENT TO REPRESENTATIVES OF
EMPLOYEES CONCERNED.



CHARLES F. GETTEMY
DIRECTOR

The Commonwealth of Massachusetts

Bureau of Statistics

LABOR DIVISION

State House

Boston,

DEAR SIR:

This Bureau is desirous of obtaining a *complete* and *accurate* record of strikes and lockouts in Massachusetts, as they occur, for publication in the Annual Report to the Legislature.

These statistics are collected and published by the Bureau in pursuance of the general provisions of the law governing the duties of this department; but since no legal requirement rests upon either employers or employees to notify this Bureau that a strike or lockout has *begun*, we are necessarily dependent upon various other sources for our primary information. Such information (which is *not always accurate* or *complete*) we desire to subject to official verification by the parties immediately concerned, and, therefore, ask that you kindly answer as many as possible of the questions on the form annexed in so far as they relate to

Permit me to assure you that all returns of individual unions will be regarded as *absolutely confidential*, and the information procured will be published in the form of summaries only so as to show *general conditions* existing in the Commonwealth; the individual sources of information will not be disclosed. The names of establishments and organizations concerned in large and important disputes may occasionally be published when the information is a matter of common knowledge and publicity in the press.

If from any cause you are unable at present to answer the questions on Part II of the form, will you kindly fill in and return Part I at once and send Part II as soon as it is possible to do so.

The practice of the Bureau is to ask the employer affected by the dispute for similar particulars.

Assuring you of our appreciation of your courtesy in this matter, I am,

Respectfully yours,

CHARLES F. GETTEMY,

Director.

4(a) SCHEDULE SENT WITH CIRCULAR LETTER TO REPRESENTATIVES OF EMPLOYERS CONCERNED (PART I).



The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

STATE HOUSE, BOSTON

CHARLES F. GETTEMY
DIRECTOR

STRIKES AND LOCKOUTS

Definitions: A *strike* is a concerted withdrawal from work by a part or all of the employees of an establishment or several establishments to enforce a demand on the part of the employees.

A *lockout* is a refusal on the part of the employer or several employers to permit a part or all of the employees to continue at work, such refusal being made to enforce a demand on the part of the employers.

PART I. To be returned as soon as possible without waiting for termination of dispute.

1. Name of industry or trade affected?
2. City or town in which dispute took place?
3. Names of labor organizations to which strikers belonged?
4. If an employers' association was concerned in the dispute, give its title, with name and address of secretary.
5. Names of employers or establishments affected?
6. Cause or object? Answer this question so as to show the difference between the conditions under which the employees worked before the strike and the conditions which they desired to obtain by striking.

Kindly enclose copy of any demands, application, or notice connected with the origin of the dispute, marking the chief points in controversy.

7. Date of first demand or notice which led to the dispute?
8. First day on which employees left work?
9. Was the strike ordered by your local or by your National union, or did the men leave on their own responsibility?

10. OCCUPATIONS OF STRIKERS. (For those who did not strike on the first day, state the day on which they struck.)	TOTAL NUMBER OF STRIKERS		NUMBER OF STRIKERS WHO WERE MEMBERS OF YOUR UNION		NUMBER OF STRIKERS UNDER 18 YEARS OF AGE	
	Men	Women	Men	Women	Males	Females

Date

19

Signature

4(b). SCHEDULES SENT WITH CIRCULAR LETTER TO REPRESENTATIVES OF EMPLOYEES CONCERNED (PART II).



The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

STATE HOUSE, BOSTON

CHARLES F. GETTEMY
DIRECTOR

STRIKES AND LOCKOUTS

PART II. To be returned as soon as the dispute is terminated.

11. Date on which agreement to resume work was made?
12. Date on which work was actually resumed?
13. If strike was not declared off, how many members are at present on the union's strike roll?
14. If strike was not declared off, on what date did union consider strike ended?
15. Under what conditions or terms was work resumed? Kindly show for each demand whether and in how far it was granted, or what other concessions were made.

Kindly enclose copy of any printed or written agreement.

16. Method of settlement (check method used in this case):
 By negotiations between employer and employees, or their representatives.
 By arbitration (referred to and settled by a distinctive third party).
 If settled by arbitration give name of person or body acting as arbitrator.
 By filling places of strikers.
 If settled by filling places, were the employees secured from other localities?
 By shutting down establishment permanently.
 By other methods (specify).
17. Were strike benefits paid to the strikers? Give rates per week, \$
18. Total amount paid to strikers in this dispute?
19. Other expenses in conducting strike?
20. Amount received from National union for carrying on the strike?
21. Other sources from which money was received for carrying on strike?
22. Remarks:

Date

19 Signature

PART III

LIVING CONDITIONS

OF THE

WAGE-EARNING POPULATION

IN

CERTAIN CITIES OF MASSACHUSETTS

WITH

SOME COMPARISONS BETWEEN THE UNITED STATES AND THE
UNITED KINGDOM

ABSTRACT OF A REPORT BY THE LABOUR DEPARTMENT OF THE
BRITISH BOARD OF TRADE

LIVING CONDITIONS OF THE WAGE-EARNING POPULATION IN CERTAIN CITIES OF MASSACHUSETTS.

PREFATORY NOTE.

The British Board of Trade has recently issued an extended report, the full title of which is "Report of an Enquiry by the Board of Trade into Working Class Rents, Housing, and Retail Prices, together with the Rates of Wages in Certain Occupations in the Principal Industrial Towns of the United States of America, with an Introductory Memorandum and a Comparison of Conditions in the United States and the United Kingdom." The report comprises the results of an investigation conducted by its agents into the conditions of life of wage-earners in 28 selected cities in the United States. This is the fifth of a series of uniform reports by the Board, the first of which, published in 1907, related to 94 selected cities in Great Britain. The second, third, and fourth reports related respectively to 33 selected cities in Germany, 30 cities in France, and 15 cities in Belgium.

Shortly following their publication, each of the five reports referred to was carefully reviewed and summarized by the United States Bureau of Labor.¹ But while the duplication by a Massachusetts bureau of this editorial work in relation to the reports for other countries has not seemed desirable or necessary, it has seemed that a useful service would be rendered by this Bureau in making available for our own constituency the information for the six Massachusetts cities covered by this important inquiry, and incidentally bringing the data as reported by the agents of the British Board of Trade in February, 1909, as nearly as practicable up to date. The text of this bulletin having reference to Massachusetts cities is therefore, with certain minor changes in diction, virtually a reprint of the original text, without other important changes than the substitution

¹ See Bulletins of the Bureau of Labor, Department of Commerce and Labor, Washington, D. C.: No. 77, July, 1908, pp. 336-354; Bulletin No. 78, September, 1908, pp. 523-548; Bulletin No. 83, July, 1909, pp. 66-87; Bulletin No. 87, March, 1910, pp. 608-625; Bulletin No. 93, March, 1911, pp. 500-570.

of later returns obtained by this Bureau; and omissions from the original text are indicated by the use of dotted lines or the insertion of stars. With these exceptions the language of the original text has generally been adhered to throughout, a fact which the reader should bear in mind, for while the document has been prepared with the care characteristic of British governmental "blue books," the English point of view and form of expression occasionally differs from that which would have been used by an American; and it has obviously also been impossible for this Bureau to verify all the statements made. With these considerations in mind, we believe that the extracts from this important report herewith presented will be received as a substantial contribution to the literature of living conditions among the wage-earners of Massachusetts.

I.

PURPOSE AND SCOPE OF THE REPORT.

The purpose of the investigation was to obtain in representative American cities data relative to the conditions of living of wage-earners which might be comparable with similar data previously obtained in Great Britain, Germany, France, and Belgium. "The subjects of primary investigation were wages and hours of labor, rents and housing conditions, retail prices of food, and the expenditure of working-class families on food." "As the investigation began in February, 1909, the whole of the statistical data were collected with reference to that date instead of October, 1905, the date to which the inquiry in the United Kingdom related, and subject to slight adjustments it does not appear that the difference in dates affects appreciably the international comparisons which the statistical data are intended to subserve."

The following cities, 28 in number (Minneapolis and St. Paul having been treated as one city), were covered by the investigation. Excluding New York, to which, for purposes of the report, a metropolitan position was attributed, the cities were assigned to five geographical groups.

<i>New England Cities¹</i>	<i>Central Cities</i>	<i>Southern Cities</i>	<i>Other Eastern Cities</i>	<i>Middle West Cities²</i>
Boston	Cincinnati	Atlanta	Baltimore	Chicago
Brockton	Cleveland	Augusta	Newark	Duluth
Fall River	Detroit	Birmingham	Paterson	Milwaukee
Lawrence	Louisville	Memphis	Philadelphia	Minneapolis-St. Paul
Lowell	Muncie	New Orleans		St. Louis
Providence	Pittsburgh	Savannah		

These 28 cities, having an aggregate population of 15,488,140 in 1910, were chosen "because of their representative industrial character or their intrinsic importance, and an attempt was also made to select those that would fall into a few groups framed on broad lines of geographical distribution." Of the 28 cities investigated "all but two lie east of the Mississippi while one is on the west bank and one on

¹ Detailed information for the six cities situated in Massachusetts occupies the final and major portion of this review. As stated in the introduction more recent returns have been substituted for those appearing in the original report.

² For statistical purposes the "Twin Cities," Minneapolis and St. Paul, have been treated as one city.

both banks of that river, which thus forms the Western limit of the area of investigation. This limit was not fixed arbitrarily, inasmuch as the great industrial and urban developments have for the most part been concentrated in the States east of the Mississippi. The combined area of the States thus situated comprises about one-third of that of the whole of continental United States exclusive of Alaska, and contained in 1910 over three-fourths of a population amounting in that year to about 92 millions. Although thus restricted, the cities investigated were scattered over an area nine times as great as that of the United Kingdom, and, save perhaps in a few of the oldest and most thickly populated States, illustrate a stage of urban development and urban concentration less advanced than has been reached in the United Kingdom."

II.

GENERAL SUMMARY OF RESULTS.

The following selected paragraphs which, with minor changes in diction, have been quoted directly from the report, describe the characteristic features of the United States and afford a general comparison of conditions in this country with those in the United Kingdom.

In the United States as a whole, although the proportion of urban to rural population more than doubled from 1860 to 1900, that of the United Kingdom only increasing by about half during the same period, the proportion was still only about one-third in 1900 in the United States as compared with over two-thirds in the United Kingdom. The basis of comparison is not identical in the two countries, but the figures indicate the broad differences that exist in this respect and are a reminder of the fact that in spite of increasing industrialization the United States is still primarily a great agricultural community. The percentage of the occupied population in the United States engaged in agriculture, under a less intensive system, is nearly three times as high as in the United Kingdom and, alike on account both of its agricultural and its mineral resources, the United States is still economically one of the most self-contained countries in the world.

It is in the States lying east of the Mississippi that American conditions most nearly approximate to those of the Old World, and are such, therefore, as can be most usefully compared. Even in the restricted area of investigation, however, various circumstances have made the inquiry one into conditions that are in some respects international and continental rather than national in character, especially in regard to the great area covered, to differences in climate and physical environment which it embraced; to the Federal constitution of the States; to the absence of a common body of labor legislation; and to the cosmopolitan character of the population.

The very large body of immigrants that has arrived in the United States either with a view to permanent settlement or — as is especially the case with much of the more recent immigration — to the accumulation or remittance of savings and to an early return to Europe, is a conspicuous feature of the situation, and this unexampled introduction of mixed European stocks is also accompanied by the presence of a large native-born colored population. Thus, from various ethnological causes the present inquiry has been more or less complicated in nearly

all the cities investigated and the task of ascertaining what were the facts actually representative of working-class conditions became one of especial difficulty.

As before, the comparison of wages has been restricted to occupations common to all towns, viz., those in the building, machinery, and printing industries. The rates of wages ascertained for these industries show in general no very marked divergence, and the differences are certainly not greater than those shown to exist as between the cities of England and Wales. The ratio of the weekly wages for certain occupations in the United States and England and Wales respectively at the dates of the two inquiries is 243:100 in the building trades, 213:100 in the machinery industry, 246:100 in the printing industry, and 232:100 in all these industries together. Allowing for a slight advance in wages in England and Wales between the dates of the two inquiries the combined ratio would be 230:100.

The weekly hours of labor were found to be 11 per cent shorter in the building trades in the United States than in England and Wales, seven per cent shorter in the printing industry, but six per cent longer in the machinery industry, the ratio shown by all the occupations in these three groups of industries together being 96:100.

Unskilled labor is furnished by the Negro element in the six Southern cities and the same element is important in a few other cities, but everywhere under urban conditions colored labor is employed in very restricted fields, and skilled colored labor is mainly engaged in the service of the colored community itself. In the few cases in which the wages and hours of labor obtained for individual cities were those for colored workers, they have been excluded from the calculation of the general predominant figures for the whole field of inquiry and from the index numbers used in the internal and international comparisons.

While in the Southern cities unskilled labor is predominantly colored, so in the Northern cities is it largely foreign, and the rank and file of many occupations that are least differentiated by skill and command the lowest wages are largely recruited from the newer immigrant races. Thus, while each wage-earning group of the various immigrant nationalities would be found to be representative of many grades and to be highly complex, the proportion of the lower paid classes tends to be greater among those who have arrived during the most recent periods, as among the Southern Italians and the Slavonic peoples, for instance, as contrasted with the Germans and the Irish.

Accompanying this influx of foreign labor, mainly unskilled, and an extensive demand for labor of this description largely usual in a comparatively new country in which the pick and shovel are apt to be more

in demand than in an older community, a rapid expansion of manufacturing industries has been taking place, accompanied, with or without the introduction of labor-saving appliances, by a very extensive subdivision of labor. These two influences combined — the large external supply of unskilled labor and the opportunities for its absorption not only in unskilled but in semi-skilled employment — have resulted in an abnormally large proportion of unskilled and semi-skilled to skilled workers in the community as a whole, a fact that would affect appreciably any general "weighted" comparison between the level of wages in the two countries.

As regards rents, the American workman pays on the whole a little more than twice as much as the English workman for the same amount of house accommodation, the actual ratio being 207:100; the minimum of the predominant range of rents for the United States cities as a whole exceeding by from 50 to 77 per cent the maximum of the range for cities in England and Wales for dwellings containing the same number of rooms.

The predominant type of dwelling in the United States as in the United Kingdom is that accommodating the single family, though the exceptions to this rule are far more numerous in the former country, and in both countries dwellings of four and five rooms are the predominant types. The most fundamental difference between the housing accommodation of the two countries consists in the fact that frame or timber houses are the usual type in the United States, brick-built houses representing predominant types in but few of the cities visited.

The retail prices of food, obtained by weighting the ascertained predominant prices according to the consumption shown by the British budgets, show, when allowance is made for the increase which took place in this country between October, 1905, and February, 1909, a ratio of 138:100 for the United States and England and Wales respectively.

One peculiarity shown by the budgets is the comparatively small consumption of baker's bread in the average American working-class family, the consumption being $8\frac{1}{4}$ pounds weekly per family as against 22 pounds in the United Kingdom, the place of bread being taken in the United States to some extent by rolls, cakes, biscuits, etc., on which the expenditure is about three times as great as that shown in the average British budget.

On the other hand, the consumption of meat is much larger in the United States, and the consumption of vegetables is also larger. The budgets indicate in general that the dietary of American working-class families is more liberal and more varied than that of corresponding families in the United Kingdom.

The comparison of wages, hours of labor, rents and prices in the areas of investigation in the two countries has been made on the bases indicated above, and, as regards prices, on the same assumption as that made in the preceding inquiries, that an English workman with an average family maintained under American conditions the standard of consumption as regards food to which he had been accustomed. Under such conditions the workman's wages would be higher in the United States by about 130 per cent, with slightly shorter hours, while on the other hand his expenditure on food and rent would be higher by about 52 per cent.

III.

CONCLUSIONS RELATIVE TO SPECIFIC INQUIRIES.

1. INTRODUCTORY.

In the report the results of the investigation as regards wages, hours of labor, rents, prices, and family expenditure on food in the United States were first reviewed, while a separate portion of the text was devoted to a comparison of these results with those arrived at in the United Kingdom. In the following *digest* of the information contained in the British report relative to the specific inquiries, the material selected for presentation relative to conditions in the United States and comparative statements for the United States and the United Kingdom will be treated jointly under a single heading.

2. COMPARISON OF WAGES, HOURS OF LABOR, RENTS, AND RETAIL FOOD PRICES IN THE UNITED STATES WITH THOSE IN ENGLAND AND WALES AND OF BUDGETS IN THE UNITED STATES WITH THOSE IN THE UNITED KINGDOM.

An attempt will now be made to compare the statistical data collected in the United States with regard to wages and hours of labor, rents, retail prices, and household expenditure, with similar data relating to the United Kingdom.

The method of index numbers furnishes the most suitable device by which these summary comparisons can be made. Attention must, however, again be drawn to the imperfections of a method which, because necessarily limited to the presentation of purely statistical data, is unable to reflect those elements of the problem concerning which a corresponding body of data may not be available or which cannot be statistically measured or described. The following illustrations may be mentioned of factors relevant to such a comparison in regard to which a merely numerical statement of international conditions as apt to fall short of completeness: (*a*) as regards wages and hours, possible differences in the continuity of employment and the strenuousness of the service demanded; (*b*) as regards rents, the relative standard of dwelling accommodation provided; (*c*) as regards prices, the qualities of goods which a given expenditure secures; and (*d*) as regards family food expenditure, differences in national habit and taste, and in the conditions of supply. To some extent such shortcomings will be indicated in the following pages. Although the

limitations of the real significance of statistical comparisons and the fact that they can rarely, save when dealing with the simplest and most concrete phenomena, convey more than approximate truths, must, therefore, be always borne in mind, such comparisons are nevertheless of great and proved value.

A. WAGES.

For the purposes of the present inquiry a large amount of information with regard to wages and hours of labor has been obtained, mainly from individual employers, but including also many particulars received from public authorities and companies as to the rates paid to employees engaged in the public utility services. In some cases trade unions also furnished information as to what were regarded as current local rates, and simultaneously, both from employers and from other sources, much information was obtained on cognate industrial matters, including the different classes and nationalities of wage-earners employed, seasonal variations in employment, holidays, the methods of remuneration, and the prevalence of collective or wage agreements. The industries and occupations concerning which particulars as to wages and hours of labor have been obtained have been those that are most widely distributed and those of chief local importance; the former being chosen mainly as affording a basis for internal and international comparisons; the latter as being best calculated to make the investigation of local industrial conditions adequate. The particulars contained in the reports on the various cities thus cover a wide range.

As in the case of the other branches of the inquiry, February, 1909, was taken as the period for which particulars of wages and hours were obtained, and employers were asked to give for the principal classes of adult male labor in their service the predominant earnings or the predominant range of earnings for a full ordinary week, without overtime. In the case of workmen not paid by time, the amount most frequently earned on some other basis — generally piecework — during an ordinary week was obtained.

For the purposes of international comparisons of wages and hours of labor it was necessary to choose occupations that were followed most universally, consequently the building, metals and machinery, and printing industries have been chosen for this purpose. Roughly speaking, these three industries represent in both countries those

which rank among the more highly organized and the more highly skilled, and, although the position of the wage-earner in the first mentioned is probably relatively somewhat stronger in the United States than in England and Wales, owing to the more rapid expansion that is taking place in the former country, the three industries do not appear to occupy a substantially higher relative position in the economy of that country than they do in England and Wales; nor does it appear that the selection of their predominant rates for purposes of international comparison is less suitable than in the other foreign inquiries undertaken by the Board of Trade.

The predominant weekly wages in the United States in the three industries above mentioned, as represented by the cities selected for investigation, have been brought together in the following comparisons:

TABLE 1. — *Predominant Weekly Wages of Adult Males in Certain Occupations in England and Wales and in the United States.*

OCCUPATIONS.	PREDOMINANT RANGES OF WEEKLY WAGES		Ratios of Mean Predominant Wages in the United States (February, 1909) to Mean Predominant Wages in England and Wales (October, 1905) taken as 100
	England and Wales (October, 1905)	United States (February, 1909)	
Building Trades. ¹			
Bricklayers,	\$9.12-\$9.85	\$26.77-\$30.42	301
Stonemasons,	9.04- 9.57	23.42- 26.77	270
Carpenters,	} 8.80- 9.57	16.73- 21.90 {	210
Joiners,			210
Plasterers,	8.88-10.14	24.33- 29.00	280
Plumbers,	8.60- 9.67	21.29- 27.37	266
Painters,	7.66- 9.12	15.82- 20.68	217
Hod carriers and building laborers,	5.92- 6.57	12.17- 16.73	231
Metals and Machinery.			
Fitters, ²	7.79- 8.76	} 15.41- 18.13 {	203
Turners, ²	7.79- 8.76		203
Smiths, ²	7.79- 8.76		225
Pattern makers,	8.27- 9.25		231
Laborers,	4.38- 5.35	9.12- 10.65	203
Printing.			
Hand compositors (job work),	6.81- 8.03	16.73- 19.77	246
Arithmetic Means.			
Building trades,	-	-	243
Metals and machinery,	-	-	213
All above occupations,	-	-	232

¹ In arriving at the industry and general index numbers, bricklayers and stonemasons have been regarded as one occupation and carpenters and joiners and fitters and turners as two respectively, as in the earlier foreign inquiries.

² For a discussion of the occupation of machinist in the United States and the United Kingdom see *post*, pp. 200, 201.

The level of wages in the building trades was the same in England and Wales in 1909 as in 1905, but the rates in the metals and machinery industries had been raised by about 1.5 per cent between October, 1905, and February, 1909, and those of compositors by about 2.5 per cent. The effect of these changes would be to lower the mean ratio for the industries represented in the above table from 232:100 to 230:100.

The exceptionally high rates for bricklayers deserve notice, and it may be observed that the relative importance of this class of artisan is somewhat over-weighted in the index number for the building trade group, even though combined with that for stonemasons. In England the bricklayer is numerically more important in the building trades than in the United States, partly because of the greater extent to which timber and, in the case of large structures, iron and steel are used in the latter country. Although it might thus seem that influences are at work tending to weaken the economic position of the bricklayer in the United States, these influences are more or less counteracted by the fact that the bricklayer is almost entirely a city product, since the recruiting ground provided by the rural districts and by the small centres of population in England is relatively unimportant in the United States, owing to the great predominance there of frame buildings.

The comparatively low wages of carpenters will be noticed, and this is a point worthy of remark, inasmuch as, owing to the prevalence of the frame house, the carpenter is a more important factor than the bricklayer in many of the cities of the United States.

In the case of the metal and machinery industry the English wages are the standard time-rates recognized by the unions concerned, the American ranges, on the other hand, being based, in the absence of standard rates, on returns obtained from employers of actual earnings in an ordinary week, and consequently the two sets of figures are not strictly comparable. In this industry the lines of demarcation between the skilled fitters and turners classed as machinists in the United States and the less skilled or semi-skilled machinists engaged on minutely sub-divided tasks are often loosely drawn.

The British report contains the following comment in reference to the occupation "machinist":

The term is one of wide application and is often applied indiscriminately to slightly skilled or handy men (receiving wages little in excess of those

paid to laborers) and to highly skilled men. In Table 1 and throughout this report the word "machinist," without any further description, refers to the skilled man whose work is that of the fitter and turner in the United Kingdom. The subdivision of labor in the United States has proceeded on different lines from that in this country, and the distinction between fitters and turners is not generally recognized there. Owing, however, to the standardization of much of the machine work in the United States there is considerable opportunity for minute subdivision of labor, and in certain cities there are large numbers of men on machine work who are able to perform efficiently perhaps only a single mechanical operation. By the adoption of this system of intense specialization it has been possible for many of the greater machinery firms to introduce into their works large proportions of immigrants at a comparatively low rate of wages, and to effect a considerable saving in the cost of production.

In the printing trades the rates for hand compositors engaged on job printing are given. The American figures represent predominant time-rates ascertained to be paid in practice, while those for England and Wales are, as in the case of the metals and machinery industries, the standard time-rates recognized by the trade unions.

In no case in the table are the comparative ranges seriously complicated by the distinction as between time and piece-rates, and in the case of the building trades and of the printing trades not at all. Neither are the comparisons invalidated by differences in the character of the work done by those who fall into similar classes in the two countries.

It must be remembered that the position of the building trades in the United States involves the selection of a group of occupations for comparative purposes that is probably slightly favorable to the United States, and the whole basis of comparison is not a very wide one. The proportion of unskilled or of semi-skilled labor employed in industry in the United States is greater than in the United Kingdom and it may be noted that this fact would affect the comparison of industries as a whole, while it is clear that, in order to ascertain the comparative level of wages in the two countries — taking into account the proportions employed at high and low rates in both cases — a general census of wages would be required.

B. HOURS OF LABOR.

The hours stated below summarize the conditions for all of the cities taken together and show the number of cities with each specified number of hours per week, exclusive of intervals and without over-

time. In the case of the building trades the hours are for a full week in Summer. In other cases they refer to February, 1909.

TABLE 2. — *Weekly Hours of Labor of Adult Males in Certain Occupations in England and Wales and in the United States Compared.*

OCCUPATIONS.	AVERAGE WEEKLY HOURS OF LABOR (EXCLUD- ING INTERVALS) IN—		Ratio of Average Hours of Labor in the United States (February, 1909) to those in England and Wales (October, 1905), taken as 100
	England and Wales (October, 1905)	United States (February, 1909)	
Building Trades.			
Bricklayers,	53	46	87
Stonemasons,	52	46½	89
Carpenters,	53	47¾	{ 90
Joiners,		47¾	
Plasterers,	53	46½	87
Plumbers,	53½	47½	89
Painters,	53½	47½	89
Hod carriers and bricklayers' laborers,	52½	48¾	93
Metals and Machinery.			
Fitters,	53	56½	{ 106
Turners,	53		
Smiths,	53	56	106
Pattern makers,	53	56½	106
Laborers,	53	56½	106
Printing.			
Hand compositors (job work),	52½	49	93
Arithmetic Means.			
Building trades,	—	—	89
Metals and machinery,	—	—	106
All above occupations,	—	—	96

In the United States the length of the working week in the building trades does not, as a rule, vary between Summer and Winter, and when there is any seasonal curtailment it is nearly always during the height of the Summer when leisure is most welcome and not in the Winter because the hours of light are too few for a full day's work. Thus it is occasionally found that the working weeks in the hottest summer months are slightly shorter than during the rest of the year.

No adjustment of the figures shown in the above table is required to allow for the difference of date to which they refer, since changes in the hours of labor in the building trades, the metals and machinery industry, and for compositors in England and Wales between the dates of the two inquiries amounted in each case to less than 0.5 per cent. The index numbers arrived at in respect of the industries enumerated may, therefore, be accepted without modification.

The question again arises as to whether the combined ratio thus obtained is one from which a general conclusion can be drawn as to the hours of labor in the two countries, and in this case there is little doubt that the percentage figure is somewhat low for the United States. Although in a general survey it is probable that the respective levels shown in the above tables might be somewhat unduly favorable to the United States, the comparison as between the three selected industries themselves is a fair one, and it therefore provides a basis of calculation of the hourly rate of wages similar to that which has been made in the preceding foreign inquiries. Thus far the industries under consideration, the weekly wages for the United States as compared with England and Wales being approximately as 230:100 (regard being had to the different dates of inquiry), and the hours of the usual working week being as 96:100, it follows that the average hourly earnings of the American workmen are, to those of English workmen in the same trades, approximately as 240:100. In the building trades the ratio is as 273:100 and in the printing trades it is 258:100, while in the metals and machinery industry it falls to 198:100.

C. HOUSING AND RENTS.

In order to ascertain the rents of dwellings usually occupied by wage-earning families in the cities visited, many reports were obtained showing the rents paid in February, 1909. These reports were mainly from real-estate agents and from tenants. A large number of dwellings were also visited, so that first-hand knowledge might be obtained not only as to rents paid but as to the character of the accommodation, including such points as the number and dimensions of rooms, the conveniences provided, and in some measure as to the standard of the families themselves. Much detailed information on these points is contained in the individual city reports. Altogether, information in regard to rents was obtained for over 90,000 wage-earners' dwellings. It was found that four-room dwellings were predominant types throughout the whole field of inquiry, and, save in three cases, five-room tenements were also found a prevailing type.

The results obtained for the cities investigated are shown in the following table:

TABLE 3. — *Predominant Weekly Rents of Working-class Dwellings in Cities of the United States, in February, 1909.*

NUMBER OF ROOMS PER DWELLING.	Number of Cities to which Figures relate	Predominant Ranges of Weekly Rents	NUMBER OF CITIES IN WHICH THE MEAN RENT IS —		
			Within the Predominant Range	Below the Predominant Range	Above the Predominant Range
Three rooms, . . .	18	\$1.64-\$2.33	11	3	4
Four rooms, . . .	27	2.11- 2.92	15	6	6
Five rooms, . . .	24	2.80- 3.63	15	5	4
Six rooms, . . .	19	3.16- 4.22	10	4	5

A large amount of information in regard to rents actually paid was obtained in connection with budgets of family expenditure, which are considered in a later section, but this information does not enter into the above table. The report, however, calls attention to the fact that the average rent per room shown by the mean of the ranges given in the above table corresponds almost exactly to the average rent per room as shown by the budgets. The average rent per room thus given by the above table is 63.9 cents, as compared with 64.4 cents as shown by the budgets, which is referred to as a striking illustration of the general soundness of the above figures.

The predominant ranges of rentals for the individual cities are given separately in the report as well as the predominant ranges for all of the cities combined.

In both the United States and England and Wales the dwelling of four rooms is the most common type; in fact, the only one found in all of the cities investigated, although the dwelling of five rooms is in both countries very common. On the other hand, the six-room dwelling is relatively far more common in the American reports, 71 per cent of the American cities showing dwellings of this size to be common as compared with only 41 per cent of the cities in England and Wales.

In the following table the predominant rents for dwellings of three, four, five, and six rooms in the United States are given in comparison with those for England and Wales (exclusive of London):

TABLE 4. — *Predominant Weekly Rents of Working-class Dwellings in England and Wales (exclusive of London) and in the United States compared.*

NUMBER OF ROOMS PER DWELLING.	PREDOMINANT RANGES OF WEEKLY RENTS		Ratios of Mean Predominant Rents in the United States to that in England and Wales, taken as 100
	England and Wales, exclusive of London (October, 1905)	United States (February, 1909)	
Three rooms,	\$0.91-\$1.10	\$1.64-\$2.33	198
Four rooms,	1.10- 1.34	2.11- 2.92	207
Five rooms,	1.34- 1.58	2.80- 3.63	220
Six rooms,	1.58- 1.89	3.16- 4.22	213
Arithmetic Mean,	-	-	209

In both the United States and in England and Wales the rent paid is, as regards rates and taxes, an inclusive charge, and to this extent comparison on the basis of expenditure is free from complications.

The rental figures obtained in the United States are, as stated, for February, 1909, and the question arises as to how far these may be comparable with the rentals for England and Wales collected for October, 1905. No exact answer can be given to this question, but there is a considerable amount of evidence to show that if the American figures had been collected for February, 1907 — that is for a period two years earlier than that actually selected — they would have shown in many places a somewhat higher level, inasmuch as the industrial depression which followed the financial crisis of October, 1907, and continued throughout the following year, led to a decline on the levels reached during the preceding period of prosperity and active immigration. Taking into account the further fact that, even in the United States, rents do not move on a large and general scale rapidly, it seems highly improbable that any possible variations due to the different dates at which the particulars were collected in the two countries would affect appreciably the general comparisons presented. It is believed, therefore, that for practical purposes the ratio of 207:100 may be taken as representing with approximate accuracy the level of rents paid by the working classes in the United States and England and Wales respectively.

The explanation of the higher rentals in the American cities investigated must be looked for in various directions, but principally in the higher cost of building as expressed by labor and materials, in

the more generous allowance of ground space per dwelling, except in congested areas, in the more modern character of a greater proportion of the fittings and conveniences of the dwelling, as illustrated by the more frequent provision of bathrooms, in a higher general level of material prosperity that is able effectively to demand such increasing variety and completeness of accommodation, and in the shorter life that is expected from the individual dwellings.

Save in exceptions in respect to the greater extent to which houses in multiple occupation are found, and in the unusual extent to which, in some foreign districts largely frequented by more recent immigrants, the boarder or the lodger class tends to create overcrowded conditions, the greatest comparative defects of the American dwelling and of its surroundings are largely normal to an earlier stage of urban development, and consist not in their internal arrangements and sanitary standard but in an external bareness frequently noticeable; in the absence of gardens even when, as is common, building plots are spacious; in unmade roads, and in an irregular and ragged development that impresses, even more than in England and Wales, often with a sense of incompleteness and sometimes with that of private carelessness and administrative neglect.

D. RETAIL FOOD PRICES.

For the purposes of the inquiry, information as to the prices most usually paid by wage-earning families for a variety of commodities was obtained from representative stores frequented by working-class consumers in different districts of each city. In all, over 1,000 returns containing more than 17,000 quotations of prices at February, 1909, were obtained. Predominant figures for each city are given in the reports on the separate cities.

It will be observed that in the following tables the predominant price is not expressed by a single amount in any case; the ranges quoted in the tables given for the different cities constantly indicating that as a rule not any single figure but a series represents the prices most usually paid — a series to some extent reflecting differences in taste or in spending power of the purchasing classes. Both the general and the city predominant figures are thus necessarily composites, expressing, irrespectively of any possibly concealed differences of quality, simply the actual prices most usually paid. Broadly, an

identical price may be assumed to secure an approximately similar commodity, but sometimes, either as regards cities as a whole or even in quarters of a single city, when position, environment, the class of consumer, or other cause involves some special advantage or disadvantage on one side or the other, and thus a special strength or weakness in competition, the qualitative significance of the price equivalent may be weakened.

With a view to obtaining for each of the cities a general indication of the retail prices of food there as compared with the other cities, a series of index numbers was constructed, the level of prices in New York City being taken as the base, or 100. In order to allow for the varying importance of the different articles as judged by the normal weekly consumption by a working-class family, recourse was had to "weighting," and for this purpose average quantities were estimated from the budgets of American-British (including American, Irish, English, Scottish, Welsh, and Canadian) families secured in the northern cities as being the group most suitable for international comparison. The commodities chosen were those most generally consumed and at the same time most easily measurable.

The following are the quantities consumed weekly, per family, so estimated:

Tea,	$\frac{1}{3}$ pound	Flour, wheat,	$10\frac{1}{4}$ pounds
Coffee,	1 pound	Bread, white,	$8\frac{1}{4}$ pounds
Sugar,	$5\frac{1}{4}$ pounds	Milk,	$5\frac{1}{3}$ quarts
Bacon,	$13\frac{1}{4}$ pounds	Beef,	$6\frac{3}{4}$ pounds
Eggs,	22	Mutton or lamb, . . .	$1\frac{1}{4}$ pounds
Cheese,	$\frac{1}{2}$ pound	Veal,	$\frac{3}{4}$ pound
Butter,	2 pounds	Pork,	$2\frac{1}{4}$ pounds
Potatoes,	21 pounds		

The comparative prices index numbers as based upon the quantities given in the enumeration above are shown in the following table, the results to the nearest integer being given, and the cities with identical numbers being arranged in their fractional order:

TABLE 5. — *Relative Level of Food Prices in Specified Cities of the United States as Compared with New York City.*

CITIES.	Index Numbers	CITIES.	Index Numbers	CITIES.	Index Numbers
Atlanta,	109	Fall River,	101	Baltimore,	97
Newark,	106	Memphis,	101	Philadelphia,	96
Brockton,	106	New Orleans,	100	Duluth,	96
Boston,	105	New York,	100	Minneapolis—St. Paul,	95
Lawrence,	105	Paterson,	100	Chicago,	94
Savannah,	104	Cleveland,	99	Milwaukee,	93
Augusta,	103	Louisville,	99	Cincinnati,	92
Birmingham,	102	Muncie,	98	Detroit,	91
Pittsburgh,	102	St. Louis,	97		
Lowell,	102	Providence,	97		

It will be observed that the total range shown in the table is from 91 to 109, and that within this range New York, which is taken as 100, thus occupies an exactly middle position. The New England and Southern groups have the highest index numbers.

In certain cases, including the principal articles of consumption, and representing about 61 per cent of the cost of all articles that enter into the ordinary household expenditure for food in the American-British (Northern) Budget and about 66 per cent for those enumerated in that of the United Kingdom, a comparison is possible as between American and English prices. This comparison is set forth in the following table:

TABLE 6. — *Predominant Retail Prices of Food in England and Wales (exclusive of London) and in the United States Compared.*

COMMODITIES.	Units	PREDOMINANT RANGES OF RETAIL PRICES		Ratios of Mean Predominant Prices in the United States (February, 1909), to those in England and Wales (Octo- ber, 1905), taken as 100
		England and Wales, exclusive of London (October, 1905)	United States (February, 1909)	
Sugar,	1 pound	\$0.091	\$0.056-\$0.061	144
Cheese,	1 pound	.142	.203	143
Butter,	1 pound	¹ \$0.243- ² .264	.324- .355	126
Potatoes,	7 pounds	.051- .071	.117- .167	233
Flour,	7 pounds	.162- .203	.233- .274	139
Bread,	4 pounds	.091- .112	.218- .233	223
Milk,	1 quart	.061- .081	.086- .096	129
Beef,	1 pound	³ .152- .172	.122- .162	104
		¹ .101- .122		
Mutton,	1 pound	³ .152- .183	.132- .167	116
		.081- .101		
Pork,	1 pound	.152- .172	.117- .147	81
Bacon,	1 pound	.142- .183	.172- .203	116

¹ Colonial or foreign.² Danish.³ British or home killed.

In some cases the rise in the prices of commodities which it is possible to compare, including that which has taken place in the period subsequent to February, 1909, has attracted much attention in recent years both in the United States and in many other countries, and the percentage increase in several of the commodities in the United States has been very marked. Various explanations of this increase are offered, some internal and others of more general significance, but it would be irrelevant to attempt to discuss in this report either their individual or their relative importance. It is, however, pertinent to draw special attention to the general tendency that has been manifested in the United States for prices of agricultural food produce to advance rapidly from the comparatively low level that prevailed in that country even 10 years ago.

In most of these cases internal conditions have made the range of prices of meat and dairy produce in the United States somewhat higher than that of England and Wales, but the most significant fact with regard to the relative prices of meat as between the two countries is not so much that they are now, on the whole, very slightly higher than in England, but that there has been a large advance from the relatively low level at which they stood only a few years ago. It is with this low internal level of comparatively recent years that domestic comparisons in the United States are almost invariably and naturally made.

The report notes that it has not been possible to bring up to date the individual English prices stated in the above table, but that records of retail prices in London are available and form a sufficient index of the general course of prices in England. So far as the items shown above are concerned, the retail prices in London in February, 1909, as compared with October, 1905, show an advance of 10 per cent in the price of cheese, 17 per cent in flour, 8 per cent in bread, 6 per cent in British beef, and 12 per cent in foreign beef. The prices of potatoes, milk, foreign mutton, and pork were the same for the two periods, while those of sugar, butter, British mutton, and bacon were respectively 7, 2, 7, and 3 per cent lower at the later date. Taken as a whole these figures, after due allowance for the varying degrees of importance of the articles included has been made, indicate that retail food prices were 3 or 4 per cent higher in England and Wales in February, 1909, than they were in October, 1905.

An examination of Table 6 shows that the articles in the United States that most nearly approximate in price at the specified dates to those of England and Wales are beef, mutton, bacon, and pork, the last named being the only one for which lower price level is shown in the United States. In regard to the other items, a great disparity is shown as a rule between American and English prices, a disparity entirely apart from that due to the different periods to which the figures of the table refer. The greatest differences are shown in the case of potatoes and bread, American prices being in both these cases more than double those of England and Wales. The consumption of potatoes per family as shown by the American budgets is somewhat greater than that shown by the budgets of the United Kingdom, and the difference in the price therefore has an increased effect upon family expenditure. In the case of bread the effect is not so great, as the average consumption of bread in the shape of the bought loaf is not much more than one-third of that shown in the budgets collected in the United Kingdom.

The remaining food items, sugar, cheese, flour, milk, and butter, show excesses in prices for the United States ranging from 44 down to 26 per cent.

In the foregoing comparisons no account has been taken of the difference in the quantities of the various articles of food that are consumed, either in an average working-class family in different sections of the same country or in similar families in the two countries. Internal comparisons of the cost of living in the United Kingdom were arrived at by comparing the cost, in the various cities investigated, of maintaining what had been found by investigation to represent, as regards food, an average standard of living in British wage-earning families. Thus, the measurable quantities that made up the standard having been ascertained, and local predominant prices having been obtained, variations in the local cost of living were calculated by seeing how much it would cost in the different cities investigated to purchase the quantities of meat, bread, butter, sugar, etc., included in the average budget.

“Thus, if the quantities shown in the average British working-class dietary be taken and the question be asked what would it cost the same family to maintain the same dietary in another country, it is clear that the influence of environment and the tendency to conform to changed conditions can not be allowed for in the answer. The test

is insular in character and to that extent defective. On the other hand, if predominant prices have been obtained for the two countries under comparison, and the problem be to determine what it would cost an average family in one country to maintain an accepted standard of living at the prices prevailing in another country, the hypothetical basis of any such calculation is manifest. Defects and limitations of this kind are, in fact, inherent in any attempt to compare international and to some extent even internal local conditions as regards industrial and social standards, and they are indicated here in order that the following comparisons may be interpreted and applied with as clear a conception as possible of the assumptions they involve and the elements of the problem of adjustment and adaptation to which they necessarily fail to give due weight."

The following table shows the comparative cost in the two countries of the articles in the average British budget for which comparative prices can be given:

TABLE 7. — *Cost of the Average British Workingman's Weekly Budget (excluding Commodities for which Comparative Prices cannot be given) at the Predominant Prices paid by the Working Classes of (1) England and Wales (exclusive of London) and (2) the United States.*

COMMODITIES.	Quantity in Average British Budget	PREDOMINANT RANGE OF RETAIL PRICES		COST OF QUANTITY IN BRITISH BUDGET IN —	
		England and Wales, exclusive of London (October, 1905)	United States (February, 1909)	England and Wales	United States
Sugar, . . .	5½ pounds,	\$0.041 a pound, . . .	\$0.056 to \$0.061 a pound,	\$0.218	\$0.309
Cheese, . . .	¾ pound,	\$0.142 a pound, . . .	\$0.203 a pound, . . .	.107	.152
Butter, . . .	2 pounds,	\$0.269 a pound, ¹ . . .	\$0.324 to \$0.355 a pound,	.537	.679
Potatoes, . .	17 pounds,	\$0.051 to \$0.071 for 7 pounds.	\$0.117 to \$0.167 for 7 pounds.	.147	.345
Flour, . . .	10 pounds,	\$0.162 to \$0.203 for 7 pounds.	\$0.233 to \$0.274 for 7 pounds.	.259	.360
Bread, . . .	22 pounds,	\$0.091 to \$0.112 for 4 pounds.	\$0.218 to \$0.233 for 4 pounds.	.558	1 242
Milk, . . .	5 quarts,	\$0.061 to \$0.081 a quart, . .	\$0.086 to \$0.096 a quart,	.355	.456
Beef, . . .	4½ pounds,	\$0.137 a pound, ² . . .	\$0.122 to \$0.162 a pound,	.619	.639
Mutton, . . .	1½ pounds,	\$0.129 a pound, ² . . .	\$0.132 to \$0.167 a pound,	.193	.223
Pork, . . .	½ pound,	\$0.152 to \$0.172 a pound,	\$0.117 to \$0.147 a pound,	.081	.066
Bacon, . . .	1½ pounds,	\$0.142 to \$0.183 a pound,	\$0.172 to \$0.203 a pound,	.243	.284
Total cost of the above,				\$3.317	\$4.755
Index numbers { England and Wales, October, 1905; United States, February, 1909,				100	143
Adjusted for February, 1909,				100	138

¹ Mean of colonial or "foreign" and Danish.

² Mean of British or home-killed and of foreign or colonial.

From the foregoing table it appears that the English housewife would have had to pay \$4.755 at American prices for the same quan-

tities of those articles of food which cost at English prices in October, 1905, \$3.317, or as adjusted to the prices of February, 1909, about \$3.44. Her weekly expenditure in the United States would thus be raised on the adjusted prices about \$1.32, or 38 per cent. Of this total increase, however, about 64 cents is due to the much higher price of baker's bread in the United States, an item that, as has been seen, does not enter largely into the American workman's budget. The explanation of more than half of the balance of the difference is found in the comparative costs of potatoes, in which the excess in the United States would be equivalent to an expenditure of about 20 cents per week, and of butter, in which the corresponding excess would be about 15 cents per week. Allowing for the adjusted prices as between the two countries, beef, mutton, pork, and bacon combined would have cost about three cents more in the United States. The list of commodities is not exhaustive, but, on the basis of comparison adopted, it is, in the opinion of the investigators, sufficiently complete to give a fairly accurate indication of the difference in the cost of food in the two countries.

The most important of the items omitted from the foregoing list of food articles is tea, the price of which is higher in the United States than in England, but which is supplanted there, as in Germany, France, and Belgium, by coffee, as the customary domestic beverage. The other most important items omitted are fish and vegetables, for neither of which can any basis of comparison be obtained, and eggs, which have also been regarded as noncomparable because of the variety of brand and quality.

The index numbers represent the change in family expenditure that would result if either in the United States or in England an average British workman's family continued to purchase the main articles of food to which it was accustomed and paid American prices for them, leaving out of question either the power or the desire to adjust expenditure to any new channels by which changed price conditions might be accompanied.

But it is apparent from a study of the budgets of American families that there are numerous and important differences in the quantities of the various articles of food consumed. In the following table another comparison has been made of the cost of the wage-earner's

food budget in the two countries, using as the basis of comparison the quantities found to be ordinarily consumed in the average American workman's family:

TABLE 8. — *Cost of the Average American Workingman's Budget (excluding Commodities for which Comparative Prices cannot be given) at the Predominant Prices paid by the Working Classes of (1) England and Wales (exclusive of London) and (2) the United States.*

COMMODITIES.	Quantities in Average American Budget ¹	PREDOMINANT RANGE OF RETAIL PRICES.		COST OF QUANTITY IN AMERICAN BUDGET IN —	
		England and Wales, exclusive of London (October, 1905)	United States (February, 1909)	England and Wales	United States
Sugar, . . .	5¼ pounds,	\$0.041 a pound, . . .	\$0.056 to \$0.061 a pound, . . .	\$0.213	\$0.304
Cheese, . . .	½ pound,	\$0.142 a pound, . . .	\$0.203 a pound, . . .	.071	.101
Butter, . . .	2 pounds,	\$0.269 a pound, ² . . .	\$0.324 to \$0.355 a pound, . . .	.537	.679
Potatoes, . . .	21 pounds,	\$0.051 to \$0.071 for 7 pounds.	\$0.117 to \$0.167 for 7 pounds.	.183	.426
Flour, . . .	10¼ pounds,	\$0.162 to \$0.203 for 7 pounds.	\$0.233 to \$0.274 for 7 pounds.	.269	.370
Bread, . . .	8¼ pounds,	\$0.091 to \$0.112 for 4 pounds.	\$0.213 to \$0.233 for 4 pounds.	.203	.466
Milk, . . .	5½ quarts,	\$0.061 to \$0.081 a quart, . . .	\$0.086 to \$0.096 a quart, . . .	.380	.487
Beef, . . .	6¾ pounds,	\$0.137 a pound, ³ . . .	\$0.122 to \$0.162 a pound, . . .	.923	.958
Mutton, . . .	1¼ pounds,	\$0.129 a pound, ³ . . .	\$0.132 to \$0.167 a pound, . . .	.162	.188
Pork, . . .	2¼ pounds,	\$0.152 to \$0.172 a pound, . . .	\$0.117 to \$0.147 a pound, . . .	.365	.299
Bacon, . . .	1¾ pounds,	\$0.142 to \$0.183 a pound, . . .	\$0.172 to \$0.203 a pound, . . .	.284	.330
Total cost of the above,				\$3.595	\$4.608
Index numbers { England and Wales, October, 1905; United States, February, 1909, Adjusted for February, 1909,				100	128
				100	125

¹ That is, American-British (northern).

² Mean of colonial or "foreign" and Danish.

³ Mean of British or home killed and of foreign or colonial.

The total cost of the average food budget at English prices, adjusted to February, 1909, is about \$3.70 per week, or 90.8 cents less than that for the same articles and quantities if bought at American prices. The ratio of the total cost of the articles of food enumerated in the table at American prices to their cost at English prices is 128 to 100, or adjusted to February, 1909, as 125 to 100, as compared with 138 to 100 in the case of the quantities of the same articles on the basis of the British workman's budget. Of the two ratios, that based upon the quantities of the average British budget is presented by the investigators as more directly concerning the working-class consumer in England, and 138 to 100 is therefore taken in the report as representing from this point of view the relative levels of the cost of food in the United States and in England and Wales in February, 1909.

E. RENTS AND RETAIL FOOD PRICES COMBINED.

In the following table the cost of food and rent in the various cities has been expressed by means of a combined index number, New York being taken as the base or 100. In computing this index number allowance was made for the relative importance of the two forms of expenditure, and this was determined by the general ratio in which these two items stood in the American-British budget. A weight of 3 was therefore given to food prices and of 1 for rents.

TABLE 9. — *Relative Level of Rent and Food Price in Specified Cities of the United States as Compared with New York City.*

CITIES.	Index Numbers	CITIES.	Index Numbers	CITIES.	Index Numbers
Atlanta, . . .	101	Savannah, . . .	96	Cleveland, . . .	90
Brockton, . . .	100	Lawrence, . . .	95	Fall River, . . .	90
New York , . . .	100	New Orleans, . . .	93	Lowell, . . .	90
Pittsburgh, . . .	100	Cincinnati, . . .	92	Chicago, . . .	88
Boston, . . .	99	Louisville, . . .	92	Providence, . . .	88
Memphis, . . .	99	Augusta, . . .	92	Baltimore, . . .	86
Newark, . . .	99	Philadelphia, . . .	92	Milwaukee, . . .	86
St. Louis, . . .	98	Minneapolis-St. Paul, . . .	91	Muncie, . . .	85
Birmingham, . . .	97	Paterson, . . .	91	Detroit, . . .	83

F. BUDGETS.

In order to secure information in regard to the standards of living in various cities a large number of budgets were secured for wage-earning families showing the particulars of family income and of expenditure for food and rent. This information is presented in the report on a race or nationality basis according to the declared country of birth of the head of the family, but for purposes of the international comparisons the report uses the group representing American and British families of the northern cities.

In the collection of the various series of budgets, both in the United Kingdom and in foreign countries, no limit of income was fixed, and, while budgets were especially sought and always obtained in by far the largest numbers from families that might be termed normal, the returns from families in which the supplementary earnings were large were accepted if in other respects they were consistent, and represented working-class conditions. In spite of the care exercised in the collection of data, it cannot be assumed that the budgets show the various income classes in their correct

proportions in any of the countries investigated. The statistical basis for determining those proportions does not, indeed, exist, and thus, as between country and country, recourse has necessarily been had to a basis of comparison that is, after all, more instructive than general comparisons would be — were such available — namely, that of selected representative income classes.

The particulars sought in connection with these family budgets were mainly confined to those items of domestic expenditure which were most recurrent and most likely to be furnished correctly and the most pertinent to the main comparative object in full. The only other full particulars obtained were such as were necessary to throw light on the income and composition of the family, including in the last the occupation of the husband and the country of birth of both parents.

In the discussion of the various types represented in the family budgets the report explains that it is necessary to draw attention to the fact that even in relation to the alien people of the United States "American" speedily comes to have a meaning all its own. Were there nothing industrially or socially distinctive, the United States would, indeed, cease to exercise its attractive force, and in various ways, and as regards the mere material standard of comfort, in forms that compare favorably with those that have been left behind, the Americanization of immigrants is apt to begin almost from the moment of their landing.

"Thus, although the industrial status of the bulk of the Italians, Poles, and other Slavonic and allied peoples as also of the Negroes is different from and lower than that of the bulk of those who are regarded as the true Americans, it is equally true that as measured by the command of material comforts the position of the great bulk, even of such races as those mentioned, begins at once to be relatively 'American' in standard. Even as regards the poorer industrial classes of the United States, the term 'American' is thus found to have a significance that, covering, it is true, great differences and wide ranges, still represents, even apart from all considerations of political and social environment, something that is not the less definable and real."

Altogether 7,616 family budgets, available for statistical purposes, were secured in the course of the investigation.

In the following table the 3,215 budgets of the American-British (Northern) group of families are summarized somewhat in detail, the families being classified according to the weekly family income:

TABLE 10. — *Summary of Budgets of American British (Northern) Group.*

CLASSIFICATION.	LIMITS OF WEEKLY FAMILY INCOME							
	Under \$9.73	\$9.73 and under \$14.60	\$14.60 and under \$19.47	\$19.47 and under \$24.33	\$24.33 and under \$29.20	\$29.20 and under \$34.07	\$34.07 and under \$38.93	\$38.93 and over
Number of budgets (total 3,215), . .	67	532	1,036	545	437	224	131	243
Percentage of total number of budgets, . .	2.08	16.55	32.22	16.95	13.59	6.97	4.08	7.56
Average number of children living at home, . .	1.78	2.06	2.46	2.88	3.07	3.63	3.82	4.20
Average number of persons living at home, . .	3.78	4.08	4.54	5.02	5.27	5.82	6.10	6.38
Average weekly earnings of husband, . .	\$8.16	\$11.53	\$15.16	\$17.14	\$19.11	\$19.14	\$19.98	\$22.34
Average weekly earnings of wife, . .	\$0.26	\$0.25	\$0.29	\$0.27	\$0.55	\$0.30	\$0.44	\$0.37
Average weekly earnings of children:—								
Male,	\$0.07	\$0.23	\$0.54	\$1.85	\$2.97	\$5.99	\$7.97	\$17.58
Female,	\$0.12	\$0.18	\$0.38	\$0.85	\$1.43	\$3.33	\$3.75	\$6.45
Average weekly other income, . .	\$0.14	\$0.22	\$0.63	\$1.40	\$2.04	\$2.62	\$3.99	\$3.60
Average total income, . .	\$8.76	\$12.42	\$16.99	\$21.51	\$26.10	\$31.38	\$36.13	\$50.33
Quantity of meat, poultry, and fish purchased per capita per annum, pounds, . .	109.25	145.08	160.11	165.15	173.58	176.33	195.42	211.90
Food bill ¹ per capita per week, . .	\$1.19	\$1.45	\$1.65	\$1.76	\$1.87	\$1.92	\$2.04	\$2.24
Percentage of family income spent on—								
(1) Meat (including poultry and fish), . .	12.95	13.49	12.22	11.36	10.50	9.82	10.23	8.28
(2) Food of all kinds ¹ (excluding wine, beer, and spirits), . .	51.39	47.62	44.15	41.19	37.78	35.53	34.49	28.40
(3) Rent,	19.53	17.74	16.66	15.34	14.04	12.01	12.04	9.91
(4) Food ¹ and rent combined, . .	70.92	65.36	60.81	56.53	51.82	47.54	46.53	38.31
Percentage balance after paying for food ¹ and rent, . .	29.08	34.64	39.19	43.47	48.18	52.46	53.47	61.69

¹ Including meals away from home.

It should be noted that in the foregoing table and in all of the tables of food expenditure and food consumption the family—that is, all persons sharing in the family food irrespective of the age of its members—has been taken as the unit. The composition of the family in every group tends to vary greatly with the income and the supplementary earnings of the children, and occasionally the other sources of income assume large proportions in the higher income classes.

The following table shows for the same group of families the details of weekly expenditure per family for food, the families, as before, being classified according to the weekly family income:

TABLE 11. — *Weekly Expenditure per Family on Food in American-British (Northern) Group.*

CLASSIFICATION.	FAMILIES REPORTING WEEKLY INCOME OF —							
	Under \$9.73	\$9.73 and under \$14.60	\$14.60 and under \$19.47	\$19.47 and under \$24.33	\$24.33 and under \$29.20	\$29.20 and under \$34.07	\$34.07 and under \$38.93	\$38.93 and over
Number of budgets,	67	532	1,036	545	437	224	131	243
Average weekly family income, . .	\$8.76	\$12.42	\$16.99	\$21.51	\$26.10	\$31.38	\$36.13	\$50.33
Average number of children living at home,	1.78	2.06	2.46	2.88	3.07	3.63	3.82	4.20
Average number of persons per family, ¹	3.78	4.08	4.54	5.02	5.27	5.82	6.10	6.38
AVERAGE WEEKLY COST PER FAMILY								
Bread, wheat,	\$0.274	\$0.355	\$0.416	\$0.476	\$0.497	\$0.502	\$0.568	\$0.644
Bread, rye, . . . . .	.030	.046	.046	.036	.041	.046	.030	.071
Bread, other,	—	.005	.005	.010	.005	.020	.005	.010
Flour, wheat, . . . . .	.365	.309	.345	.400	.446	.543	.517	.532
Flour, rye,	—	.005	.005	.005	.005	.005	.005	.005
Flour, buckwheat and other, . . . .	.010	.010	.015	.020	.025	.020	.015	.041
Maize and maize meal, . . . . .	.025	.020	.025	.025	.025	.036	.036	.041
Cakes, crackers, doughnuts, . . . .	.091	.142	.208	.233	.269	.309	.340	.395
Rolls, buns, biscuits, . . . . .	.046	.096	.137	.137	.167	.162	.203	.243
Macaroni, noodles, spaghetti, . . .	.030	.036	.051	.056	.056	.046	.066	.061
Rice, barley, sago, etc., . . . . .	.056	.056	.076	.076	.081	.091	.086	.096
Oatmeal and breakfast cereals, . . .	.051	.066	.086	.101	.112	.117	.117	.132
Potatoes (Irish), . . . . .	.299	.340	.360	.421	.441	.482	.593	.568
Sweet potatoes, etc., . . . . .	.005	.010	.025	.041	.036	.061	.051	.086
Dried peas and beans, . . . . .	.076	.071	.066	.076	.086	.096	.107	.096
Sweet corn, . . . . .	.025	.030	.041	.066	.061	.091	.101	.142
Green vegetables, etc., . . . . .	.183	.269	.360	.421	.451	.527	.543	.629
Canned vegetables, . . . . .	.096	.091	.127	.157	.183	.193	.208	.198
Beef (fresh and corned), . . . . .	.512	.750	.902	1.044	1.227	1.257	1.526	1.708
Mutton and lamb, . . . . .	.066	.117	.147	.208	.259	.335	.436	.431
Pork (fresh and salt), . . . . .	.218	.289	.309	.314	.330	.421	.456	.507
Bacon, ham, brawn, etc., . . . . .	.172	.218	.253	.314	.324	.395	.456	.537
Veal, . . . . .	.056	.071	.127	.142	.162	.193	.193	.223
Sausage, . . . . .	.041	.061	.081	.096	.101	.107	.147	.127
Poultry, . . . . .	.005	.056	.107	.137	.172	.157	.264	.360
Fish of all kinds, . . . . .	.076	.117	.152	.188	.172	.213	.228	.274
Lard, suet, dripping, . . . . .	.142	.157	.177	.203	.218	.248	.253	.269
Butter, . . . . .	.335	.411	.548	.684	.760	.852	.973	1.029
Oleomargarine, . . . . .	.015	.020	.010	.015	.020	.020	.030	.005
Olive oil,	—	.010	.010	.015	.020	.020	.025	.036
Cheese, . . . . .	.046	.056	.091	.112	.117	.137	.142	.162
Milk (fresh), . . . . .	.253	.330	.426	.476	.543	.593	.619	.715
Milk (condensed), . . . . .	.061	.081	.086	.086	.081	.081	.101	.066
Eggs, . . . . .	.223	.335	.461	.558	.598	.690	.750	.811
Tea, . . . . .	.091	.127	.142	.183	.198	.233	.253	.248
Coffee, . . . . .	.132	.172	.223	.238	.264	.274	.279	.335
Cocoa and chocolate, . . . . .	.005	.015	.030	.036	.041	.056	.071	.076
Sugar, . . . . .	.208	.218	.259	.324	.335	.390	.426	.416
Molasses and syrup, . . . . .	.020	.030	.036	.046	.041	.056	.056	.056
Vinegar, pickles, condiments, . . .	.020	.030	.051	.061	.066	.086	.091	.107
Fruits and jams, . . . . .	.112	.188	.279	.370	.390	.482	.507	.548
Other items, . . . . .	.020	.025	.036	.025	.046	.041	.061	.051
Meals away from home, . . . . .	.010	.071	.167	.228	.395	.466	.527	1.212
Totals,	\$4.501	\$5.912	\$7.504	\$8.860	\$9.867	\$11.150	\$12.461	\$14.299

¹ Including boarders and relatives sharing the family food. The total number of these was 466, of whom about one-third were sons or daughters of the family. Children whose weekly payments for board and lodging — and not their weekly wages — were furnished, were counted as boarders.

Attention is called in the report to the fact that in an even more striking degree than in the case of the European investigations by the

Board of Trade the higher incomes are due not so much to increased earnings of the husband as to the contributions of children of wage-earning age. This is mainly because of the actual amounts of the supplementary earnings and not because of the different proportions in which these stand to the total family income. This is made clear in the following table:

TABLE 12. — *Composition of Family Incomes in American-British (Northern) Group.*

LIMITS OF WEEKLY FAMILY INCOME.	Number of Families re- port- ing	AVERAGE WEEKLY FAMILY INCOME FROM —							Average Week- ly Family In- come	Average Num- ber of Child- ren at Home	Average Per- son per Fam- ily
		Hus- band	Wife	CHILDREN				Other			
				Under 16 Years	16 to 20 Years	21 Years and Over	Total				
Under \$9.73.	67	\$8.16	\$0.26	\$0.07	—	\$0.12	\$0.19	\$0.14	\$8.76	1.78	3.78
\$9.73 and under \$14.60.	532	11.53	.25	.11	\$0.23	.07	.41	.22	12.42	2.06	4.08
\$14.60 and under \$19.47.	1,036	15.16	.29	.20	.50	.21	.91	.63	16.99	2.46	4.54
\$19.47 and under \$24.33.	545	17.14	.27	.33	1.63	.73	2.69	1.40	21.51	2.88	5.02
\$24.33 and under \$29.20.	437	19.11	.55	.28	2.94	1.18	4.40	2.04	26.10	3.07	5.27
\$29.20 and under \$34.07.	224	19.14	.30	.46	4.98	3.88	9.32	2.62	31.38	3.63	5.82
\$34.07 and under \$38.93.	131	19.98	.44	.62	6.54	4.56	11.72	3.99	36.13	3.82	6.10
\$38.93 and over.	243	22.34	.36	.40	9.75	13.88	24.03	3.60	50.33	4.20	6.38

The proportion of the weekly income of the family supplied by the children begins to be important in the incomes between \$19.47 and \$24.33, when it reaches 12.5 per cent of the total, rising in the next class to nearly 17 per cent, and passing from 30 to 33 per cent, until in the highest class it accounts for 47.7 per cent of the total family income. It is noticeable that the average earnings of the wife are never very large and vary but little.

In the income classes “\$24.33 and under \$29.20” and “\$29.20 and under \$34.07,” the earnings of the husband are practically the same, and since there is a falling off in the relatively unimportant earnings of the wife while other income shows an increase of only 58 cents, the position of the families with incomes of between \$29.20 and \$34.07 weekly is seen to be almost entirely due to greatly increased earnings of the children.

The following table shows for those articles for which figures were obtained the average quantity of each consumed. All children living

at home, of whatever age, and all other persons sharing the family food have been included.

TABLE 13. — *Weekly Consumption per Family of Certain Articles of Food in American-British (Northern) Group.*

CLASSIFICATION.	LIMITS OF WEEKLY FAMILY INCOME							
	Under \$9.73	\$9.73 and under \$14.60	\$14.60 and under \$19.47	\$19.47 and under \$24.33	\$24.33 and under \$29.20	\$29.20 and under \$34.07	\$34.07 and under \$38.93	\$38.93 and over
Number of budgets,	67	532	1,036	545	437	224	131	243
Average weekly family income, . . .	\$8.76	\$12.42	\$16.99	\$21.51	\$26.10	\$31.38	\$36.13	\$50.33
Average number of children living at home,	1.78	2.06	2.46	2.88	3.07	3.63	3.82	4.20
Average number of persons per family, ¹	3.78	4.08	4.54	5.02	5.27	5.82	6.10	6.38
Bread, wheat, pounds,	5.02	6.53	7.64	8.74	9.09	9.06	10.02	11.27
Bread, rye, pounds, . . . . .	.65	.96	.87	.74	.85	.96	.68	1.51
Bread, other, pounds,	—	.05	.13	.16	.10	.38	.12	.21
Flour, wheat, pounds,	9.52	7.94	8.99	10.51	11.77	14.10	13.47	13.80
Flour, rye, pounds,	—	.04	.07	.06	.09	.08	.09	.12
Flour, buckwheat and other, pounds, .	.21	.26	.31	.41	.57	.49	.32	.89
Maize and maize meal, pounds, . . .	.88	.68	.73	.81	.93	1.00	1.23	1.27
Cakes, crackers, and doughnuts, pounds, . . . . .	.96	1.57	2.19	2.38	2.73	3.07	3.33	3.86
Rolls, buns, and biscuits, pounds, .	.80	1.37	1.80	1.95	2.26	2.24	3.01	3.80
Macaroni, noodles, and spaghetti, pounds, . . . . .	.37	.42	.53	.57	.56	.47	.72	.64
Rice, barley, sago, etc., pounds, . .	.60	.67	.91	.89	.96	1.09	1.02	1.17
Oatmeal and breakfast cereals, pounds, . . . . .	.77	.96	1.23	1.40	1.48	1.56	1.59	1.67
Potatoes (Irish), pounds,	15.69	17.43	18.59	21.18	22.99	24.83	29.98	27.98
Sweet potatoes, etc., pounds, . . . .	.19	.43	1.00	1.46	1.38	1.91	1.50	2.92
Dried peas and beans, pounds, . . .	1.38	1.24	1.11	1.27	1.35	1.60	1.70	1.54
Beef (fresh and corned), pounds, . .	3.59	5.09	6.04	6.71	7.81	7.93	9.38	10.43
Mutton and lamb, pounds, . . . . .	.39	.69	.91	1.23	1.48	2.04	2.43	2.53
Pork (fresh and salt), pounds, . . .	1.55	1.94	2.15	2.17	2.24	2.81	2.81	3.32
Bacon, ham, brawn, etc., pounds, .	1.04	1.26	1.46	1.83	1.81	2.26	2.53	3.06
Veal, pounds, . . . . .	.38	.46	.80	.91	1.00	1.15	1.23	1.33
Sausage, pounds, . . . . .	.27	.51	.69	.75	.82	.84	1.19	1.01
Poultry, pounds, . . . . .	.03	.30	.54	.72	.89	.83	1.37	1.83
Fish of all kinds, pounds, . . . . .	.68	1.13	1.40	1.64	1.54	1.88	2.00	2.49
Lard, suet, dripping, pound,	1.08	1.16	1.29	1.48	1.54	1.81	1.82	2.01
Butter, pounds,	1.14	1.35	1.74	2.15	2.36	2.65	3.01	3.27
Oleomargarine, pounds, . . . . .	.08	.09	.05	.06	.09	.09	.13	.02
Olive oil, pints,	—	.03	.03	.04	.05	.05	.08	.09
Cheese, pounds, . . . . .	.24	.31	.45	.56	.60	.69	.73	.82
Milk (fresh) quarts,	2.96	3.75	4.77	5.46	5.92	6.79	7.04	8.08
Milk (condensed), pounds, . . . . .	.54	.71	.76	.78	.68	.72	.89	.57
Eggs, number,	9.03	14.49	19.90	24.09	25.34	28.88	31.53	34.39
Tea, pounds, . . . . .	.21	.27	.28	.36	.38	.45	.48	.46
Coffee, pounds, . . . . .	.63	.77	.93	.99	1.07	1.09	1.10	1.38
Cocoa and chocolate, pounds, . . .	.02	.04	.07	.10	.12	.15	.21	.21
Sugar, pounds,	3.56	3.78	4.45	5.67	5.81	6.81	7.20	7.28
Molasses and sirup, pints, . . . . .	.25	.33	.40	.45	.41	.56	.57	.54

¹ Including boarders and relatives sharing the family food. The total number of these was 466, of whom about one-third were sons or daughters of the family. Children whose weekly payments for board and lodging — and not their weekly wages — were furnished, were counted as boarders.

In the comparison of income and cost of living based on the family budgets, the report uses the American-British (northern) budgets as forming the fairest basis of comparison with conditions in England. In the United Kingdom about 70 per cent of all the budgets collected

were of families with incomes of less than \$9.73 per week; of those collected in the United States for all nationalities (and not for the American budget alone, in which the corresponding figure is a little over 2 per cent) less than 4 per cent fell within this range, and while in the United Kingdom about half the budgets were of families with incomes under \$8.52 per week, in the United States the number falling below this figure is almost negligible, comprising only 1.4 per cent of the whole and, therefore, too small in number to form a separate income class. The difference, if not of standard at least of normal range of income, as between the two countries, is manifest, and although it can not be concluded on the basis of this negative evidence that incomes of less than \$8.52 per week are insufficient to maintain an ordinary family under American urban conditions, it is at least probable, say the investigators, that families maintaining a position of independence upon an income below this sum are exceptional.

The points in connection with which budget comparisons have been especially attempted between the United States and England and Wales are: (1) The percentage of income spent on all food, exclusive of alcohol; (2) the percentage of income spent on similar items of food in both countries; and (3) the quantities consumed and amount spent on similar items.

The following table shows for England and Wales and for the United States the average weekly family income and the average amount and percentage of the expenditure for food, the families being classified according to weekly family income:

TABLE 14. — *Average Weekly Family Income and Amount and Percentage of Income Expended for Food, by Classified Family Income.*

LIMITS OF WEEKLY FAMILY INCOME.	Average Weekly Family In- come	Average Number of Children Living at Home	Expenditure on Food (excluding Wine, Beer, and Spirits)	
			Average Amounts	Percentages of Income
UNITED KINGDOM.				
\$6.08 and under \$7.30,	\$6.56	3.3	\$4.34	66.18
\$7.30 and under \$8.52,	7.77	3.2	5.05	65.04
\$8.52 and under \$9.73,	8.89	3.4	5.42	61.04
UNITED STATES.				
\$9.73 and under \$14.60,	12.42	2.06	5.91	47.62
\$14.60 and under \$19.47,	16.99	2.46	7.50	44.15
\$19.47 and under \$24.33,	21.51	2.88	8.86	41.19
\$24.33 and under \$29.20,	26.10	3.07	9.86	37.78

The point in the foregoing table which at once attracts attention is the much wider range shown between the various family incomes in the two countries than between the amounts actually spent on food, and consequently the much greater margin of income available in the American group after expenses for food have been met.

It will be observed that the average number of persons in the American budgets is 0.68 less than in those of the United Kingdom. Exact comparison in respect to age and proportionate contribution made to the family income by the children in the two countries is not possible, but the data available show that in these respects there is a general similarity.

The actual amounts spent on food per capita in each income class in England and Wales and in the United States are shown in the following table:

TABLE 15. — *Average Food Bill per Capita in Families classified according to Family Income.*

UNITED KINGDOM		UNITED STATES	
LIMITS OF WEEKLY FAMILY INCOME	Average Food Bill per Capita	LIMITS OF WEEKLY FAMILY INCOME	Average Food Bill per Capita
Under \$6.08,	\$0.68	Under \$9.73,	\$1.19
\$6.08 and under \$7.30, . . . .	.82	\$9.73 and under \$14.60,	1.45
\$7.30 and under \$8.52, . . . .	.97	\$14.60 and under \$19.47,	1.65
\$8.52 and under \$9.73,	1.00	\$19.47 and under \$24.33,	1.76
\$9.73 and over,	1.13	\$24.33 and under \$29.20,	1.87
		\$29.20 and under \$34.07,	1.92
		\$34.07 and under \$38.93,	2.04
		\$38.93 and over,	2.24

In the following table comparison is made of the consumption of certain articles of food by average workmen's families in the United States and in England and Wales: (1) Of families with total family income approximately similar; (2) of families with total amount spent for food approximately similar; and (3) of families with total amount spent for food approximately similar, allowance being made for the difference in retail prices in the two countries. Comparison is made on the basis of quantity wherever possible. Where quantity can not be given, the comparison is based on cost. The quantity consumed or the amount spent is taken as 100, and the relative consumption or expenditure in the American families as compared with this is shown in the table.

TABLE 16. — *Per Capita Quantities of, or Amounts spent on Certain Articles of Food consumed by Workmen's Families in the United States (American-British — Northern Group), as compared with the United Kingdom.*

[United Kingdom = 100.]

COMMODITIES OR GROUPS OF COMMODITIES.	FAMILIES WITH TOTAL FAMILY INCOME APPROXIMATELY SIMILAR		FAMILIES WITH TOTAL AMOUNT SPENT ON FOOD APPROXIMATELY SIMILAR	FAMILIES WITH TOTAL AMOUNT SPENT ON FOOD APPROXIMATELY SIMILAR, ALLOWANCE BEING MADE FOR PERCENTAGE DIFFERENCE IN RETAIL PRICES AS BETWEEN UNITED STATES AND ENGLAND AND WALES	
	Income, United Kingdom, \$8.52 to \$9.73; Income, United States, under \$9.73	Income, United Kingdom, \$9.73 and over; income, United States, \$9.73 to \$14.60	Income, United Kingdom, \$9.73 and over; income, United States, \$14.60 to \$19.47	Income, United Kingdom, \$6.08 to \$7.30; Income, United States, \$9.73 to \$14.60	Income, United Kingdom, \$8.52 to \$9.73; Income, United States, \$14.60 to \$19.47
Quantities:					
Bread and flour, . . .	73	66	67	69	72
All meat and fish, . . .	123	151	165	195	178
Eggs,	103	139	172	216	197
Fresh milk,	82	93	107	126	109
Cheese,	43	50	63	62	71
Butter and animal fats, . .	115	103	110	136	128
Potatoes,	141	137	132	143	139
Sugar,	98	89	93	107	102
Expenditure:					
Other vegetables and fruit, ¹	238	261	320	483	357
Tea, coffee, cocoa, etc., .	92	108	122	139	133

¹ Fresh, dried, and canned fruit. In the United States, including a small quantity of sweet potatoes and jam.

In spite of the different bases upon which the above comparisons are made, a marked uniformity in the general results is shown in the consumption per capita, which is the basis of comparison adopted in all cases. The differences shown are nearly always those of degree and not of direction. Thus, even in the lowest income class of the American budgets, the consumption of certain commodities is always higher than that shown in the British budgets with which they can be compared, while other foods, even in the highest American income classes included in the table, show a consumption that is always lower. The most striking examples of the former characteristic are seen in meat and fish, in which the American consumption per capita ranges from an excess of 23 per cent to one of 95 per cent; eggs, in which the corresponding excess ranges from 8 to 116 per cent, and potatoes, in which the excess is comparatively uniform throughout, ranging from 32 to 43 per cent. On the other hand, a smaller consumption of bread and flour is always shown in the American budgets, and almost uniformly, the range being only from 27 to 34 per cent less.

Much the same general results are shown in the case of cheese, in which the consumption is only something over half as much in the American families as in those of the United Kingdom, the figures showing a difference of from 57 to 29 per cent. Fresh milk and sugar are the only articles in which consumption is sometimes more and sometimes less in the American families, the variation shown being in the case of fresh milk, from 18 per cent less to 26 per cent more, and in that of sugar, from 11 per cent less to 7 per cent more.

In the classes of commodities in which the comparison has to be made on the basis of expenditure and not of quantity, uniform excess in the United States is shown in the case of vegetables and fruit. In this group of items, which includes canned vegetables, so largely consumed in the United States, the amount expended exceeds by 138 to 383 per cent that spent by the average family in the United Kingdom with which comparisons are made. The amounts spent on tea, coffee, etc., in the two countries are relatively uniform, being never more than 8 per cent less or 39 per cent more in one country than in the other.

The figures of the foregoing table illustrate, according to the report, the general effect that "The dietary of the average American family is more varied and more liberal than that of families that as nearly as possible correspond to them in the United Kingdom." "The amount spent per capita on food in the average American family begins at a figure a little higher than that at which the British maximum stops; and the mean of the average food bill per capita of the second, third, and fourth British income classes is 93.3 cents per capita, and that of the second, third, and fourth American income classes \$1.62."

In the same way the comparative percentages shown in the above table may be equally regarded as a corollary of the great difference shown in the range of nominal earnings and of family incomes as between the two countries, for even though expenditure on food is more liberal in the United States, the percentage of the total income available for other purposes is, without exception, even in the lowest income class shown in the American budgets, higher than that shown by any class in the British series. Thus the food bill takes relatively a more subordinate place in the American working-class household. It is still a main item of expenditure but is of less preponderating importance than in the British budgets, and a much greater margin of income available for all other purposes results.

As regards the other composite national budgets, while the constituent elements of their dietaries, had any of these been selected for comparison, would, to some extent, have reflected racial characteristics, the proportion of food expenditure to total family income would have been found to be roughly similar, the maximum percentage thus absorbed in no case exceeding that shown in the American budget in any of the income classes by more than 1.27 per cent. This excess was shown by the Jewish budget in the “\$14.60 and under \$19.46” income class, but in most cases, both in this class and in the classes “under \$9.73” and “\$9.73 and under \$14.60,” such differences as were shown were generally small minus quantities as compared with the American budget itself.

Thus the comparison of the British with the American budget has not involved the selection for comparative purposes of a group that differs fundamentally from others not so used. The main constituents of all these other groups show that in every direction, as revealed by the present inquiry, food requirements, as regards the necessities of life and in many income classes as regards also the fringe of its luxuries, are met with comparative ease.

The complete basis for strict international comparisons goes no further than income and cost of food. As regards rent, the report has shown that roughly this item costs something more than twice as much in the United States as in England and Wales, but as to the remaining charges on family income, such as clothing, fuel and light, beverages (other than coffee, etc.), tobacco, insurance, recreation and holidays, etc., the necessary data for international comparison are wanting.

But while the necessary statistical data for an exact comparison of the classes of supplementary expenditure are wanting, the report notes that there is sufficient evidence to show the general relationship to income that such expenditure would bear in the United States as compared with England. Thus, for some months in the year over a great part of the field of inquiry fuel is a heavier charge than in England and Wales, owing partly to the lighter structure of the houses, but mainly to the greater severity of the climate. No figure as to this excess in comparative cost can, however, be mentioned. On the other hand, it is noted that the methods of heating generally adopted, although less hygienic than the open fireplace, are more efficient, that

the American dwelling is kept at a higher temperature than in England, and that all rooms are more uniformly heated.

The item of clothing raises wider and more difficult questions of comparison, but the report states that particulars that have been obtained go to show that while higher prices have as a rule been paid in the United States than in the United Kingdom for woollen and worsted fabrics of similar quality, a very large supply of domestic articles of wearing apparel of most descriptions is available there of standard sizes that are on sale at prices either not much higher or not higher than in England, although often less durable. Regarding other items the report makes the following statement:

“In connection with the consumption of beverages other than coffee, tea, and alcoholic drinks, the great quantity of iced drinks of various descriptions consumed may be mentioned, and ice itself, mainly for the preservation of foods, is a weekly item of expenditure in the summer months in practically every household, while an ice box is a common possession and an ice-cream freezer by no means rare in working-class homes. While, therefore, ice ranks as a small distinctive charge on income, it affords one of the numerous illustrations of an expenditure that, regarded as necessary, secures at the same time its own return in comfort and satisfaction. Much tobacco is consumed, and the number of cigar ends thrown away which no one takes the trouble to pick up is one of the trifles that is noticeable.

“Traveling to and from work for short distances is more expensive in America than in England, 5 cents being the usual minimum on tramways, and reduced tickets for workmen being very rarely issued. Thus, if the cars have to be used at all, the double journey nearly always costs 60 cents per week. On the other hand, it rarely costs more, the uniform fare adopted for long and short distances generally taking the wage-earner as far as he is likely to travel. Holidays recreation, and sundries, together with savings, come more avowedly and more completely within the region of the voluntary use of any margin of income that may be available than do the previous items, and the amounts are, therefore, even more elastic and indeterminable.

“In some measure the preceding sentences will explain the value to the household of the margin of income shown after charges for food and rent have been met. Apart, perhaps, from the lowest range of urban incomes — those roughly amounting, as shown by the budgets,

to less than \$463 a year — a more liberal standard of living than that observed in the United Kingdom is clearly indicated. To no inconsiderable extent the adoption of this standard and the higher expenditure it involves are, however, almost necessary, very much as the standard of a locality or of a class has to be roughly observed in this country by those of its members who move freely in it, and, conforming to its atmosphere, themselves help to create that atmosphere. In this connection a suggestive analogy may be drawn between the relative position as regards the standard of expenditure of an agricultural laborer living in an English village and that of the mechanic of the neighboring market town, or, again, between the position of the latter and that of his fellow craftsman working in London. In all three cases the necessity and the opportunities for spending differ both in kind and degree. Roughly, similar analogies hold as between urban conditions of working-class life in this country and in the United States. More money is spent as a matter of course in the latter country and to some extent, as has been suggested, this higher expenditure, apart from any differences in price or rent levels, is almost if not quite obligatory; but, on the other hand, in various material ways, greater satisfaction and more comforts are secured. Thus the habit of spending is more active than in this country, and while the national characteristic of a greater extravagance and even of a greater wastefulness often emerges, the correlative fact must be also noticed that for those who desire it and exercise the necessary strength of will and foresight, saving is also easier because of the larger income at disposal."

The report concludes with the following statements:

"The significance of the general statistical comparisons set out in earlier pages becomes now more apparent. It has been seen that the food of the average English family would cost about 38 per cent more in the United States, and that the rent would be as 207:100. The cost of food and rent combined (allotting weights of four and one respectively, these weights being those derived from the British budgets) would therefore be 52 per cent greater in the United States than in England and Wales; but these heavier relative charges on working-class income have been accompanied by weekly wages in American cities as indicated by the three industry-groups — building, metals and machinery, and printing — which are as 230:100.

“ Thus, according to this ratio, the money earnings of the workman in the United States are rather more than $2\frac{1}{4}$ times as great as in England and Wales, and, since there is no proof that employment is more intermittent in the United States than in this country, a much greater margin is available, even when allowance has been made for the increased expenditure on food and rent.

“ It is with the real significance of this margin that the preceding paragraphs have been concerned. The margin is clearly large, making possible a command of the necessities and conveniences and minor luxuries of life that is both nominally and really greater than that enjoyed by the corresponding class in this country, although the effective margin is itself, in practice, curtailed by a scale of expenditure to some extent necessarily and to some extent voluntarily adopted in accordance with a different and a higher standard of material comfort.”

IV.

CITY REPORTS.

1. BOSTON.

A. INTRODUCTORY.

Boston, the settlement of which dates from 1630, ranks as one of the great and historic cities of the new world and is at once the political capital of the Commonwealth of Massachusetts and the commercial metropolis of New England. . . .

. . . Boston . . . is pre-eminently a commercial centre and a port; and . . . in its magnificent harbor, of which the main channel will shortly be 35 feet deep at mean low water, it possesses its greatest single physical asset — an asset that, incompletely developed as it is, still finds Boston competing for place as the second sea port in the United States.

The following table presents a summary of the statistics of tonnage, imports, exports, and passenger arrivals at the port of Boston for the years ending June 30, 1906–1910:

TABLE 17. — *Tonnage, Imports, Exports, and Passenger Arrivals at the Port of Boston, 1906–1910.*

YEARS ENDING JUNE 30.	Tonnage Entered and Cleared in the Foreign Trade	Value of Im- ports	Value of Ex- ports	Number of Passengers arriving at the Port
1906,	5,201,487	\$106,442,077	\$98,739,647	80,281
1907,	5,263,012	124,432,977	100,872,147	95,142
1908,	4,940,655	93,678,716	96,051,068	64,110
1909,	4,833,828	112,472,595	76,157,558	59,179
1910,	4,543,269	129,006,184	70,516,789	71,319

Although the development of its foreign trade and to this end the improvement of its port and railway facilities are felt to be essential conditions of the maintenance of the great position held by Boston, the part which the city plays as a place of manufacture and as the chief distributing centre for the industrial districts of New England is of equal and allied significance. Boston in this connection occupies a somewhat unique position among American cities and its present

importance would be inadequately reflected in figures that merely gave particulars with reference to the city itself. For it is the point at which the activities of a ring of outlying centres converge, and while "Greater Boston," often called the "Metropolitan District," contains such cities as Lynn, Cambridge, Waltham, Somerville, Quincy, [and the towns of] Hyde Park and Watertown, with other smaller industrial and many residential centres, beyond the narrow borders of this district, but still well within the sphere of influence of Boston itself, lie such cities as Lowell, Lawrence, and Haverhill. Thus Boston is the centre and the mainspring of one of the greatest as also one of the oldest manufacturing centres in the States. With all these outlying points it is organically connected, and just as the obligation to develop the resources of the port is forcing itself upon the attention of the more farsighted members of the community, so also is the necessity for developing on special lines the aptitude and the skill, the power of initiative and the industrial resources of a large area that is being confronted by an increasing dependence for its food supplies upon distant centres; by a gradual shifting away from itself of the centre of population of the country as a whole; and by the increasing strength, nearer that centre and thus nearer the centres of production of the raw material of food and manufacture, of competing industries. Thus while in many parts of the country cities are apt to take their progressive development almost for granted, in Boston and its neighborhood a new set of conditions appears to supervene. As a centre of oversea export the position of New England would be highly advantageous, but as one of production for domestic use its advantages are conditional upon the maintenance and development of such special features as will overcome the handicap of a geographical position that is somewhat isolated. It is largely on this account that the retention of local capital for local investment; education; the maintenance of industrial peace; specialized skill; and the excellence, or it may be the special cheapness, of output are found to have special claims to attention in this relatively old-established centre of industrial life.

It will be concluded from what has been said that Boston is very far from being simply a leading centre of the intellectual and cultured life in America. It is this, as is also the Harvard belt of the adjoining city of Cambridge; but Boston to-day, with a certain distinctive New England atmosphere that makes itself occasionally felt, is a

cosmopolitan, commercial, and industrial city with racial characteristics *in petto* very much resembling those of New York itself. The Irish have been in greater numerical preponderance than in any other American city of the first rank, the British and Canadian element is also unusually large, and there is a comparative absence of Germans, but there are well-defined Jewish and Italian districts, with similar areas, smaller and less definite, frequented by Poles and Scandinavians and others, and sprinklings here and there of colored quarters.

As already stated, at further distances in almost every direction landwards lie other places, some 40 in number, within a radius of about 15 miles of the State House in Boston, helping to form a Metropolitan District, much of it already united by a common system of sewerage, by a common water supply, and by a single park system, as well as by the system of transit facilities enjoyed. The aggregate population of this District in 1910 was about 1½ millions. To a great extent the area thus covered is residential, but in the aggregate the manufacturing industries of the centres lying outside Boston somewhat exceed those of Boston itself. Of these centres Lynn and Cambridge are the most important.

TABLE 18. — *Statistics of Manufactures relating to Boston, Cambridge, Lynn, and to the Metropolitan District as a Whole for the Year 1908.*

LOCALITIES.	Amount of Capital Invested	Value of Stock Used	Value of Goods Made	Number of Wage- earners Employed	Amount of Wages Paid
Boston,	\$81,038,314	\$101,897,093	\$175,468,804	52,103	\$28,960,374
Cambridge,	24,221,550	24,612,366	40,824,823	12,813	6,752,804
Lynn,	17,952,465	35,266,917	58,462,286	22,536	12,882,824
Other localities,	71,576,519	67,749,077	125,523,544	40,800	24,635,381
Metropolitan District as a Whole,	\$194,788,848	\$229,525,453	\$400,279,457	128,252	\$73,231,383

From 1875 up to the State Census of 1905, the population in the whole of this District rather more than doubled, that of Boston itself having increased during the same period from 341,919 to 595,380, or by 74 per cent. According to the Federal Census, the population of Boston had further increased to 670,585 in 1910, while the entire Metropolitan District had attained a population of 1,423,429.

TABLE 19. — *Population of Boston, as returned at the Federal Censuses of 1870-1910, together with the Percentage Inter-censal Increases.*

YEARS.	Population	Increase	Percentage Increase
1870,	250,526	-	-
1880,	362,839	112,313	44.8
1890,	448,477	85,638	23.6
1900,	560,892	112,415	25.1
1910,	670,585	109,693	19.6

West Roxbury, Brighton, and Charlestown were incorporated in 1873, since which date there has been no extension of the city limits.

The total area of the city is 27,300 acres, of which 1,637 are flats and 1,050 water.

The lower rate of increase in population in recent years is to a great extent explained by the extra-metropolitan increase, attributable in part to the increasing efficiency of transit facilities.

The following table, compiled from the State and Federal Census figures, will show in which districts of the city increase in population has been most marked during the 35 years, 1875-1910:

TABLE 20. — *Population of City of Boston in 1875 and 1910, by Geographical Subdivisions.*

GEOGRAPHICAL SUBDIVISIONS.	Population in 1875	Population in 1910
Boston proper,	140,669	193,274
Charlestown,	33,556	41,444
South Boston,	54,147	71,703
East Boston,	27,420	55,085
The Islands,	1,927	3,403
Roxbury,	50,429	117,727
Dorchester,	15,788	115,780
West Roxbury,	11,783	45,594
Brighton,	6,200	26,575
All Boston,	341,919	670,585

For the last 15 years from 1890 to 1905 the figures for South Boston and Charlestown were almost stationary, while those of Boston

proper, where the non-residential business area is extending but in other parts of which the congestion has become somewhat greater, showed as a net result of these conflicting tendencies only a slight increase.¹

The latest available figures as to the resident alien population are those of the State Census of 1905. During the decade from 1895 to 1905 the largest increase had been among Italians.

Although about 15 times as many immigrants land at New York as at Boston, the latter port nevertheless ranks as the immigrant station second in importance in the whole country. The number of immigrant aliens admitted during the 12 months ending June 30, 1909, was 36,318, and in the following year 53,617. During the latter year 82,666 immigrants at all ports gave Massachusetts as their place of intended future residence, but it is obvious, since intentions may change after landing, that this figure may not prove true even for the State as a whole, and that its bearing upon any one city within the State is uncertain. But it may be noted that some of the larger groups that figured in the return were Italian (mainly southern), Polish, British and Irish, French (mainly French Canadian), Hebrew, Greek, Portuguese (the majority probably from the Azores), Lithuanian, Scandinavian, and Finnish. Minor streams of recent immigration to Boston itself may be illustrated by the Albanians and the Greeks. In both these cases new arrivals are mostly men, the Greeks, however, having somewhat more family life of the two, but both representing races by which boarding-houses and restaurants are much used. The former are said to be taking the place of the Italians in the push-cart fruit trade, but industrially neither are so far important.

In 1905 the total native-born population was 64.8 per cent of the whole, 51.7 per cent having been born in Massachusetts itself. It will be remembered that this large percentage includes the American-born children of foreign parents. Of the foreign-born population at that date 31.8 per cent were born in Ireland, 23.4 per cent in Canada (mainly English Canadians), 11.5 per cent in Russia, 9.7 per cent in Italy, and 8.2 per cent in Great Britain. Some of the main tendencies of recent immigration may be traced in the changes that

¹ During the succeeding five years there were noticeable increases in the figures for Boston proper and South Boston, the population of Charlestown, however, showing but a slight increase.

took place in this series of percentages during the five years 1900-5, the percentages of persons born in Ireland, Canada, and Great Britain having declined from 35.8, 25.5, and 9.2 respectively in 1900, and the percentage of persons born in Russia and Italy having risen from 7.6 and 7.0.

The density of the population of Boston ranges by wards from 4.0 to 189.6 per acre, and the average for the whole city is 27.2. The highest figure is found in Ward 8, in the area known as the West End, containing the largest Jewish colony in Boston. Many individual blocks in this district, as also in that known as the North End (largely an Italian quarter), where the number of persons per acre falls to 122, would represent a much more congested population than the above percentage figures indicate, since much of the tenement building both of the past and present is of such a character that, were the areas large, intolerable conditions of congestion would have been created. And the same is true of a few other districts in which careless development has been permitted, as, for instance, in part of the district known as South Cove.

A certain indifference or lack of foresight appears indeed to have characterized some of the structural changes permitted in Boston, an attitude that probably finds a partial explanation in the comparative smallness of the Boston housing problem and, in recent years, in the relief from much of the normal pressure of congestion afforded by an excellent tramway system. In some small areas conditions are highly unsatisfactory . . .

The larger outlets for municipal enterprise are mainly limited to the more necessary functions of government, including education, water supply, and, one of the most distinctive achievements as regards the metropolitan district, a comprehensive system of parks, parkways and beaches. Minor illustrations of municipal enterprise are found in baths, cemeteries, hospitals, alms-houses, a temporary home for the destitute, and lodging-house for wayfarers; a municipal printing department; a few public conveniences; two market halls, and a magnificent public library with ten branches. The supply of gas, electric light, and transit facilities in Boston, as in the great majority of American cities, is in the hands of private companies.

Among the private undertakings probably the most important, and the one most identified with the development of the city, is that known as the Boston Elevated Railway, mainly, it may be noted, not an ele-

vated railway, but an electric surface car system, with a total mileage of 485. As already stated, the area served is largely beyond the city boundaries, and the statistics of the company refer to 12 cities and towns of the Metropolitan District, including Boston, with a population of 1,083,450. . . . The uniform fare is 5 cents whether for 18 miles or only to the next stopping place, and a liberal system of transfers is in operation.

The number of charitable and beneficent organizations of every kind in Boston is large, falling into much the same groups as in, for instance, New York, but perhaps more impressive than there because of the relative smallness of the Massachusetts city. The number and variety of agencies and societies with constructive and reforming objects in view that may be summed up under the general title of Civic Betterment are especially noteworthy, and one of these known as "Boston, 1915," may be mentioned as illustrating and as endeavoring to co-ordinate a good deal that is distinctive in local aims and aspirations.

"Boston, 1915" is a society which by a study of the experience of other cities and by the co-ordination of local organizations hopes to secure, or to pave the way for securing, the best results from city planning, and it owes its name to the hope that the adoption of certain steps both of investigation and of practical reform in the intervening years may make it possible four years hence to hold an exhibition that will demonstrate not only what has been done in the interval, but also what can be shown to be necessary and possible in the future in order to make Boston the "finest city in the world." The society appeals for the service of all classes and endeavors to take account of the interests of all: "not only politics but business; not only commerce but labor; not only work but health and pleasure, art, music and painting; not only adults but children." "In more economical and more responsible city government; in better sanitary administration; in the improvement of homes; in education; in architectural improvements and in better street alignment; in the adoption of a system of insurance for wage-earners and old-age pensions; and in making Boston a more prosperous centre of commerce and industry"—in these and in other endeavors "Boston, 1915" has outlined a varied, hopeful and ambitious programme.

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B. OCCUPATIONS, WAGES, AND HOURS OF LABOR.

In the previous section it has been indicated that Boston is a commercial rather than an industrial city and it is as such that it is generally regarded. It is thus identified with no special manufacture, considerable and varied though its field of employment is, and is without any staple industry like several cities in the Metropolitan District itself, notably Lynn as a centre of the boot and shoe industry, and Waltham with its watchmaking; or places a little further afield which have been specially studied in connection with the present inquiry, like Fall River, Lawrence, or Brockton. Such places, relatively small but with specialized industrial pursuits, are the more representative manufacturing centres of New England. The field of occupation in Boston itself, representative as it is of a few of the localized industries of Massachusetts, is neither dominated by nor indeed identified primarily with any of them, and it is noteworthy that in a long and miscellaneous list of about 80 manufactures of the city given in the report of the State Bureau of Statistics for 1908 the average number of employees of both sexes exceeds 4,000 in no single industry, and exceeds 1,000 in only 10 cases. The total number of establishments included in the above return is 1,683, and the total average number of employees 52,103, of whom 34,033 were males.

The following table, compiled from the State Census of 1905, gives in large groups the latest available statistics for employment of every kind:

TABLE 21. — *Number of Persons 10 Years of Age and Over Engaged in Gainful Occupations in Boston in 1905.*

GROUPS OF OCCUPATIONS.	Males	Females	Both Sexes
Building,	17,052	6	17,058
Metal working,	13,854	314	14,168
Textile,	677	1,742	2,419
Leather,	793	191	984
Boot and shoe making,	3,434	1,358	4,792
Clothing,	6,037	13,053	19,090
Woodworking and furnishing,	4,258	515	4,773
Paper and printing,	4,870	2,580	7,450
Food, liquors, and tobacco,	5,125	1,832	6,957
Other manufacturing and mechanical pursuits,	9,510	1,964	11,474
Trade and transportation,	77,190	20,837	98,027
Laborers (not otherwise specified),	17,185	—	17,185
Professional service,	12,044	5,750	17,794
Domestic and personal service,	20,629	32,791	53,420
Agricultural pursuits,	1,260	98	1,358
All Gainful Occupations,	193,918	83,031	276,949

In the introductory section the considerable foreign element has been mentioned. The employments followed by it show great variety, and the general fact that a great diversity of occupation is apt to be followed even by peoples who are supposed to run somewhat exclusively in, as it were, more or less prescribed channels, is being more widely recognized. But although the industrial complexity of the life that every considerable foreign community tends to create is an economic and social fact of great significance, predominant channels of employment may nevertheless be indicated for this or that group, as, for instance, carpenters and joiners, teamsters, and in a less degree machinists, painters and laborers, as followed by Canadians; the large laboring element and the number of teamsters in the varied groups of occupations followed by the Irish; the drift to the metal and building trades illustrated by the Scandinavians; the large number of tailors, retail dealers, and hawkers among the Jews, the first of these industries being also predominantly followed by the Poles; the large number of Italian laborers; and, as regards the colored population, the numbers of these who are absorbed as servants and waiters, laborers, teamsters, and porters.

From the table of predominant wages and hours of labor given on p. 239 it will be observed that in the building trades the eight-hour day, with a short working Saturday, is widely recognized; that in the printing trades the working week consists of 48 hours or less; that in municipal employment the 48-hour week prevails; that the 54 and 55-hour week is predominant in the metal trades; and that in transportation trades the 10-hour day and 60-hour week are most usual.

The general tendency when changes are made in the recognized length of the working week is for the number of hours to be diminished, and the figures for 1910 published by the Commonwealth Bureau of Statistics show that in that year 6,144 employees in Boston received reductions, the most important change being the concession of the 54-hour week to 1,200 coal teamsters and helpers.

The holidays most observed are Independence Day (July 4), Labor Day (first Monday in September), [Columbus Day (October 12).], Thanksgiving Day (last Thursday in November) and Christmas Day (December 25); but Washington's birthday (February 22), Patriot's Day (April 19) and Memorial Day (May 30) are also widely recognized. In the city of Boston Bunker Hill Day (June 17) is generally observed. Massachusetts is one of the two States of the Union in which New Year's Day is not recognized as a general holiday.

As would result naturally from the numerous industries followed in Boston the number of trade unions is large, some 262 different local societies ¹ being enumerated by the State Bureau of Statistics in 1910. The total membership of these, composed almost entirely of males (2,302 females), amounted to 67,044. Among the most strongly-organized occupations are those of the cigarmakers and the long-shoremen working on ocean-going vessels. Boston is not a stronghold of trade unionism, however, and in most trades, including building and printing, the "open shop" generally prevails. This practice by no means implies that as regards the principal conditions of employment terms inferior to those aimed at by the trade union exist, but simply that no preference to trade unionists is recognized. The objection to the "closed shop" is thus compatible with the observance of a trade agreement, and in Boston itself more than half the local societies ¹ report the existence of agreements with varying degrees of comprehensiveness and validity.

In the building trades an experiment is being made in regulating and improving conditions in relation to employment by the organized alliance of employers and employed. To this end two societies, duly incorporated, the one of Brick and Stone Masons and the other of Carpenters and Joiners—in both cases including "Masters and Craftsmen"—have been formed, and conditions regulating the terms of employment as regards hours, wages, overtime, etc., have been laid down. A distinctive feature of the Carpenters' and Joiners' Society is the division of the employee members into "Craftsmen" and "Associate Members," the minimum rate of 50 cents an hour being fixed for those who are admitted into the former class and of 40 cents for the latter. In the agreement of the Brick and Stone Masons' Society there is a similar clause, those qualified as craftsmen being entitled to receive a standard minimum wage of 60 cents an hour, while those classed as "Associate Members" are entitled to receive a minimum wage of 48 cents an hour.

The principle of the minimum wage is thus recognized, but is supplemented in the case of both societies by the avowed attempt to regulate wages more completely than usual according to efficiency and by the recognition of a grade of the fully competent, for which those "not up to the average of skill and efficiency" may, unless they be

¹ The British report uses the word "societies" in this connection in the same sense that we employ the word "unions."

old men, hope to qualify. About 400 "craftsmen" have been admitted to the two societies, which, it may be added, are not approved by the ordinary trade unions.

A State Free Employment Office was opened at Boston in December, 1906, and in the following year similar offices at Springfield and Fall River. In the year ending November 30, 1907, the Boston office was instrumental in filling 14,480 positions. In the following year — a year of depression — the number of positions filled fell to 9,941; in the year ending November 30, 1909, 13,034 positions were filled by the agency of this office, while in the year ending November 30, 1910, the number of positions filled rose to 15,478. The following statement shows the more important details illustrative of the work of the Boston office in the year ending November 30, 1910, as compared with the previous year:

TABLE 22. — *Summary of Business at the Three State Free Employment Offices in 1909 and 1910.*

	1910			1909
	Males	Females	Both Sexes	Both Sexes
Number of applications for employment,	23,929	11,252	35,181	31,820
Number of persons applied for by employers,	12,721	8,704	21,425	17,404
Number of positions reported filled,	8,982	6,496	15,478	13,034
Number of persons for whom positions were secured:				
(a) once only,	4,625	2,120	6,745	6,071
(b) more than once,	1,331	1,186	2,517	2,256

No classification according to occupation of the "Positions reported filled" is available for the year ending November 30, 1910, but in 1908 the largest number of positions obtained for males was for "boys" (errand, office, etc.), 624, and farm hands, 568. Among positions in manufacturing and mechanical pursuits the following are some representative numbers: Blacksmiths, 15; carpenters, 146; firemen, 95; machinists, 70; painters, 128. The largest groups for females are classed as: Housework, 1,386; waitresses, 706; and kitchen workers, 519; while factory workers (thus described) numbered 273.

The following table shows the predominant weekly wages earned by men in certain of the principal occupations in Boston in October, 1910,¹ with the number of hours usually worked:

¹ Data in possession of the Massachusetts Bureau of Statistics, for October, 1910, have been used in the tables relating to wages and hours of labor in place of the statistics of February, 1909, which were used in the British report.

TABLE 23. — *Predominant Weekly Wages and Hours of Labor of Adult Males in the Principal Occupations in October, 1910.*

OCCUPATIONS.	Predominant Weekly Wages	Predominant Weekly Hours of Labor
Building Trades.		
Bricklayers,	\$26.40	44-48
Stonemasons,	26.40	44
Stonecutters,	22.00	44
Carpenters,	22.00	44
Plasterers,	28.60	44
Plumbers,	24.20	44
Structural iron workers,	24.00	48
Painters,	20.02	44
Hod carriers and building laborers,	13.20	44-48
Plasterers' laborers,	16.72	44
Foundries and Machine Shops.		
Iron molders,	18.00-19.50	54
Machinists,	10.80-21.60	54
Blacksmiths,	18.00-21.00	54
Pattern makers,	10.80-20.15	54
Laborers,	10.00-10.50	54
Tailoring Trades.		
Cutters,	23.00-25.00	44-53
Trimmers,	15.00-18.00	46½-56
Printing and Bookbinding Trades.		
Newspaper:		
Compositors, hand and machine { day work,	25.62	42
. { night work,	27.30	42
Pressmen { day work,	19.80-24.00	42
. { night work,	19.80-24.00	36
Book and job:		
Hand compositors,	20.00	48
Pressmen { cylinder presses,	22.00	48
. { small presses,	17.00	48
Bookbinders,	17.70-20.00	48
Cigar Makers.		
Cigar makers,	18.00	44
Transportation.		
Longshoremen,	18.00	60
Teamsters, one-horse,	12.00, 13.00	63
Teamsters, two-horse,	15.00	63
Public Service.		
Street construction, paving and cleaning:		
Municipal employees:		
Pavers,	18.00	48
Pavers' laborers,	15.00	48
Scavengers,	13.50	48
Road sweepers,	13.50	48
Drivers,	13.50	48
Contractors' employees:		
Pavers,	24.00	48
Pavers' laborers,	12.00-13.50	48-54
Road menders,	9.60-10.80	48-54
Drivers,	10.50-12.00	54-60
Water works (municipal):		
Laborers,	13.50	48
Gas works (company):		
Laborers,	12.00-13.50	48-54
Electric lighting (company):		
Electricians,	18.00	56
Installation men,	16.50	56
Firemen,	16.00	56
Laborers,	12.00	54
Electric railway (company):		
Surface lines:		
Motormen and conductors,	13.80-15.60	60
Elevated railway:		
Motormen,	14.10-17.10	60
Guards,	12.90-14.70	60
Brakemen,	11.40-13.20	60

Taking wages at New York as the base, = 100, in each case, the wages index numbers for Boston in 1909¹ were — building trades, skilled men 91, hod carriers and building laborers 77; foundries and machine shops, skilled men 81, unskilled laborers 102; printing, hand compositors (job work) 90.

In the building trades the usual working day is from 8 A.M. to 5 P.M., with one hour's interval at noon. Over the greater part of the United States no seasonal alteration of hours is necessary on account of the difference in the length of the summer and winter day, but in Boston a latitude is reached in which in winter daylight is curtailed to an extent that may stop work or make it difficult before the close of the ordinary work day. Thus in the agreement of the Massachusetts Society of Brick and Stone Masons, to which reference has been made, an exceptional clause is found stating that "when darkness prevents working up to 5 o'clock the noon interval may be shortened so that full time may be worked."

Building work is undertaken in Boston, as generally in the States, on an extensive system of sub-contracting, the chief contractors in this city being generally either master bricklayers or master carpenters. This method, by which, while the client has the convenience of dealing with only one contractor, the latter on his part puts out most of the work to specialist firms, was influentially criticised as sacrificing too much to mere speed in execution, and as not securing a proper unity or co-ordination in construction.

Among machinists there is in Boston a fairly clear distinction between the skilled machinists and unskilled or semi-skilled helpers. The predominant range for the former is quoted in the table. A starting point for the others is at about \$12 a week.

In the clothing industry there are no very large firms in Boston, but a considerable number of small ones. The machining is largely done by small contractors, and there is a fair amount of homework. Cutters are strongly organized and are on piece-work, a practice that is now unusual in America in this occupation. Their earnings are high, averaging in the best shops about \$25 a week during the greater part of the year. Trimmers are paid time wages and are directly employed. Their wages range from \$15 to \$18 a week. Pressers are

¹ It should be borne in mind that the statistics in the preceding table are for October, 1910, while the data upon which the index numbers were computed by the British Labour Department were collected in February, 1909.

sometimes on time wages and sometimes on piece-work, and earnings vary so considerably according to the class of work done that it is not possible to state a predominant range of weekly wages.

Women are mainly employed by the small contractors and no investigation was made of the earnings of such workers, but those who work for the larger firms earn from \$5.50 to \$8 a week for the most part.

In Cambridge there are some large publishing and printing firms, mainly engaged on book work, and the rates for compositors (engaged a good deal on piece-work) range from \$15 to \$18.50 for a week of 48 hours, or somewhat lower than for the ordinary job printing in Boston as shown in the table.

In the case of electric railway employees, the law requires that a day's work shall be 10 hours in 12 consecutive hours for platform work. No uniforms are provided by the electric railroad company. "Satisfactory service" money to the amount of \$15 is paid to about 80 per cent of the men each year. Under a plan which has been in force since 1903 employees who have been in the service of the company continuously for 25 years and who, in the judgment of the management, are unfitted to serve the company further, and also those who have reached the age of 60 and have been continuously employed for not less than 15 years, are qualified for a pension not exceeding \$5.75 a week for life.

Employees of the electric light company have 14 days' holiday in the year with pay. Days taken off, including those on account of illness, are paid for up to 14 days in one year and deducted from the annual leave.

C. HOUSING AND RENTS.¹

Boston is not regarded as a tenement house city, but the law and administration as regards this type of dwelling have had a considerable effect upon the lines upon which local housing has developed. The local definition of a tenement house has varied and is somewhat obscure, but the working definition is a house in which more than three families are living, or one in which, with a store underneath, as many as three families are living. Thus the "three-family house" is not subject, as it would be, for instance, in New York and in many

¹ Statistics of housing and rents are as given by the British Labour Department and have not been brought up to date (1911) by the Massachusetts Bureau of Statistics.

other cities, to tenement house conditions as regards construction and inspection, and, partly owing to the above definition and to the ensuing practices, the three-family house has become a distinctive and representative type of working-class dwelling in Boston. In some districts, tenement houses have multiplied and are multiplying, especially where the value of land is greatest, where a population is found willing or it may be in some cases preferring to accept the conditions of ordinary tenement house life, and where either old houses existed that lent themselves to re-modelling on tenement house lines, or older small frame buildings were found that could be pulled down and their sites profitably used for the accommodation of twice or three times the old number.

Thus as regards the extension of housing accommodation in Boston two active tendencies may be traced — at the centre the construction or remodelling of the brick tenement house and in the more outlying and expanding districts the erection of houses largely for three families. These tendencies have been operative for some years, with the result that while as regards the latter type the three-family house may perhaps be considered as predominant for Boston as a whole, as regards the former type, districts that are predominantly tenement-house in character have grown up in at least three fairly well-defined areas. Of these districts the more important lie near the business centre of the city, almost girdling it with their areas of relative congestion, and the best known of this description have been already mentioned as lying in the West End or Jewish, and the North End or predominantly Italian, quarters. Both have been made the subject of careful studies by residents and associates of the social settlement known as South End House.

One other general feature of the housing situation that must be mentioned, is a middle zone of older dwellings of which the sites are not sufficiently near the centre to make it worth while to rebuild, and not sufficiently far out to attract a population that finds itself able, at no greater expense as regards transit and at little extra expenditure of time, to seek pleasanter surroundings further afield. Thus a considerable part of South Boston, especially that lying east of Dorchester Street; of Charlestown; parts even of East Boston — in some respects one of the most attractive of the inner districts — and parts too of East Cambridge are for the moment stagnant areas, in which housing conditions affording relatively cheap but unsatisfactory accommoda-

tion persist, and where there is no economic force at work to bring about either improvement or reconstruction.

A proximate cause of many of these more than usually well-defined areas of arrested development is found in the Boston Elevated Railway Company, which, acting as a clearing house for the centre, is able easily to transmit, especially from its main termini at Charlestown and Roxbury, large numbers to various connected outlying districts lying both within and without the city boundaries.

Although the tenement and the three-family houses have been mentioned as though representing distinct types, it will be understood that they fall into various sub-divisions, the former, for instance, according to the number of tenements per house, the number and size of rooms per tenement and the conveniences that are provided; and the latter according to the two last points, whether they are built in rows or pairs or detached, and other characteristics of the dwelling that may affect its standard.

Each type is, indeed, highly composite, the house for three families being perhaps of the two the more inadequately defined by the simple classification that has so far been used. The range of standard which it illustrates may, for instance, be indicated near one end of the scale by a modern but not quite new dwelling in Brighton where \$6.25 a week was being paid for five light rooms and a bathroom, hot and cold water, steam heat, and janitor service, though this would represent a class of dwelling occupied by "business" rather than by working-class families; and near the other end of the scale by a row of dwellings in Charlestown in which \$2.55 per week was paid for the same number of rooms, two dark, and one a small "hall bedroom," all, with the exception of the last, being of fair size, with no conveniences but cold water and a private water-closet on the landing.

While in some of their essential characteristics the houses built for three families are somewhat closely allied to the tenement type, this similarity becomes the more complete the more closely they are built. Even in one of the outlying areas, for instance, which a few years ago ranked as one of the more desirable suburbs of the city and which to a considerable extent is maintaining its past character, there are districts in which three-family houses have been built on a speculative basis in considerable numbers, and in such close proximity to one another that the opinion is expressed by responsible persons that this district will "in 10 years' time rank as undesirable." Thus, both

because the types of each are so various, and because of certain conditions that both types tend to introduce, no clear and consistent distinction can be drawn between the tenement and the three-family house. The real differences are rather those of style, position, and character which each may manifest, rather than of the type itself.

To a great extent the same considerations hold good also of the house constructed for two families, which is also frequently found in some parts of the city — for instance, in South and East Boston.

In a broad classification the three general types of dwelling that have been mentioned may be regarded as exhaustive, since single-family houses are not being built commercially for those of small means, and when they are built, which is not often, are usually owned by their occupiers; and also leaving out of account the numerous lodging-houses which are a class apart and are found especially in the South End and in parts of the West End districts.

There were about 90,720 buildings of every description in Boston in 1910, and of these 62,867, or 69.3 per cent, were wooden. The total number of dwelling houses of all kinds was 69,358, including 1,639 which were vacant.¹ Of the total about 7,000 are officially classed as tenement houses, and of these the great majority are in the central districts. This concentration may be illustrated by the fact that in East Boston only about 100 real tenement houses are found.

Apart from the number of tenement houses no recent statistics are available as to the number of houses of different types, but in 1891 an exhaustive census was taken showing, as regards the size of tenements, that at that date, when the total population covered by the census was 311,396, 0.66 per cent of that population were living in one-roomed dwellings, 5.25 per cent in two rooms, 16.58 per cent in three rooms, 24.87 per cent in four rooms, 18.25 per cent in five rooms, 12.12 per cent in six rooms, and the rest (22.27 per cent) in seven rooms and over. The information was obtained by a house-to-house canvass of rented tenements throughout the city without respect to grade of dwellings or class of occupants, but in spite of a comprehensiveness which would tend, from the point of view of the present inquiry, to exaggerate considerably the importance of the dwellings of larger size, and of the long interval, it is probable that the relative proportions shown have still a general validity.

¹ The statistics in the British report were for 1907.

As regards the average number of persons per dwelling-house, this, according to the Census of 1900, in the whole of Boston was 8.4.

In 1907 the average ranged in the different wards from 5.5 in Brighton to 20.7 in the North End, and in the West End district the corresponding figure was 16.6. In eight other widely scattered wards, in which in the aggregate the Irish are the predominant population, but in two of which Jews are living in considerable numbers, and in one each of which Italians, Americans, and negroes are largely found, the number of persons per dwelling exceeded 10. In 14 other wards the number was less than 10.

The percentage of families of every class living in dwelling-houses occupied by one family was 32.2 according to the Census of 1900, while 41.3 per cent of families were then living in dwelling-houses occupied by three or more families.

In spite of a sanitary administration that is improving and on the whole efficient, from few points of view does it appear that the general housing conditions for the working classes of Boston give satisfaction (an exception being the small proportion of families occupying only one or two rooms) to those who are most anxiously watching and most eager to plan for the betterment of this great and beautifully situated city.

It may be noted that in the extra-municipal areas in which, as has been mentioned, a considerable amount of building is taking place, and in which many who work in Boston live, such provision for the working classes as is being made is of a rather superior type and that "cheap" houses outside Boston appear to be old dwellings, scattered among some of the older adjacent townships.

The characteristic features of the congested tenement house districts of Boston proper that have been mentioned are irregular planning and the resulting great variety in the description of dwellings erected, the numerous courts, the close building, and, as already stated, the remodelling or rebuilding as tenement houses of dwellings once in private occupation, and the disappearance of the once common frame house. Drying posts and lines on the roofs are common features, and are indications of the dearth of other open space even in the form of yards. In the West End the close building rather than the narrowness of the streets attracts attention. The tenement houses there are largely five and six-storied brick buildings. Outward evidences of poverty were not visible, and even a crowd, including a sprinkling of

the colored population, attracted by a fire in Cambridge Street, which runs through this district, was free to a noticeable extent from the poor and ragged element that such an occurrence would have collected in one of the poorer and crowded parts of London.

The following are notes on dwellings visited in the West End:

Three-storied frame house in court. Plenty of yard space. Out-houses. Water-closet in the house, one for three families. Three rooms — one living room and two excellent bedrooms — comfortably furnished. Occupied by Russian Jewish family. Rent \$2.55 a week. On the ground floor a colored family occupied three rooms at \$2 a week. This is a type of house that is disappearing.

Close by in a fairly wide street with granite setts, a modern four-storied brick tenement house for 10 families. Shop in the basement. Interior of stairs lit with gas at night. The service of a janitor, with several houses in his charge, provided. Front door open. First floor front tenement contained four rooms with bathroom and private water-closet. Dimensions of two principal rooms 15 feet by 14 feet by 9 feet and 15 feet by 15 feet by 9 feet. Two other rooms inferior, but good specimens. All well furnished. Piano. Occupiers Jewish. Rent \$4.65 a week.

In the same house on the first floor back four rooms (with private water-closet), comfortably furnished, also with Jewish occupiers, were rented at \$3.25 a week. Sheds for coal were provided. In the basement were barrels for rubbish, which was collected weekly.

In a five-storied brick tenement house a five-roomed tenement with bathroom and private water-closet. Set range fitted for hot water supply. Dimensions: Parlor 14 feet 6 inches by 9 feet 6 inches; kitchen 16 feet 7 inches by 9 feet 6 inches; three bedrooms, all with less than the present legal minimum of 90 square feet of floor space, 9 feet 8 inches by 6 feet 8 inches, 8 feet by 6 feet 10 inches and 9 feet 6 inches by 7 feet 9 inches; height 9 feet, or 6 inches more than the present legal minimum. The last room dark, with no window between it and adjoining rooms, but very wide doors. The window of bathroom opened out on to narrow 30 feet shaft, dirty at bottom. Fire escape from window in the rear bedroom, not in the shape of a ladder but of a balcony leading to the staircase window of the next house. Family Jewish, numbering seven. Rent \$4.65 a week.

Four-storied brick tenement for five families. Store in basement. Yard very small. No janitor. Shed for coal. Rooms well lighted,

comfortable and clean. Occupiers Austrian Jews. There four years and a half without change in rent. Four rooms and an alcove called a room, bathroom and private water-closet. Rent \$3.95 a week.

Three-storied brick houses in court. One family with two rooms on each floor. Cold water laid on. One water-closet in basement for three families. Occupiers Irish. Rent ground floor \$2, and other floors \$2.25 a week.

Although it is common to find a tenement house or a section of a street in the exclusive occupation of some single nationality, the mixture of peoples found in close proximity is sometimes noticeable. Thus some 20 small brick tenement houses of three and four stories in a broad court in the West End were in the occupation of Irish, Colored, Italian, and Jewish families. The court was private and, as indicating that a public way had not been taken over by the public authority and that the private owner was therefore still responsible for it, the not infrequent notice "Private way, dangerous passing" was exposed. In a three-storied house in this court three rooms and a small scullery, with cold water, in the occupation of a Russian Jewish family, were let for \$3 a week.

The North End has been mentioned as being the largest predominantly Italian district in Boston, but Italian colonies are also found in South Boston, in East Boston (where as compared with those at the North End they are better off and more established), in Roxbury, and in Dorchester, where the colonies are more scattered and are also composed of the better off. This feature also holds good of the Jewish migrants to the same district, for whom Roxbury, for instance, as compared with the West End, presents differences analogous to those that would be found in London as between the East End and North London centres of Jewish life.

The main displacement that the Italians have brought about in the North End is of the Irish, and the process is being accompanied by an extensive change not only of occupancy but of ownership, Italians like the Jews being active buyers of real estate.

American families left in the North End are exceptional, and in a house visited an American family was one of a total of three still lingering in that particular district. They were owners of property and were thus anchored by their belongings, but the household visited in a building otherwise filled by Sicilians illustrated a change that is in active progress not only in parts of Boston but widely in

America. To many of the older residents upon whom the change bears directly it represents the distressing introduction of an altered relationship and a new environment. But the contrast between the gay and chattering groups of Italians, happy as children and in many ways as ignorant, and the resignation of the member of the American household seen was a parable. Gaiety, simplicity, and contentment, combined with industry, represent qualities that, especially when maintained amid sordid surroundings, are destined to carry a people far in the persistent and half-conscious movement that is securing its predominance in some of the less desirable districts of the city.

The following notes refer to individual dwellings in this neighborhood:

Tenement house, three families on each floor. Three rooms in the rear: living room looking on an inner court; one large and one small bedroom. Water-closet on passage. Cold water supply. Stove furnished by tenant. Very dirty shaft. Occupiers Italians. Rent \$2.45 a week.

On the second floor two rooms, one a large and greatly treasured bedroom. Rent \$2.90 a week.

In the neighborhood, three rooms occupied by a family of seven were rented for \$3.25, two rooms with three in family for \$1.85, and two rooms with six in family, four being infants, for \$2.10.

In one instance the janitor complained with animation of the tenants' habit of throwing things from the window to save themselves trouble and in other ways showing disregard for everything outside their own home. The above dwellings illustrated indeed a contrast frequently noted between the dirty neglected precincts and the rooms, especially the bedrooms, themselves. Care and responsibility for the home appear often to stop within the four walls.

In the South End some excellent tenements were seen. Three good rooms with a bathroom were let for \$3.50 a week, and other sets of three rooms for \$2.50 to \$3 a week. Four rooms could be had for \$3.50 a week, or with bathroom for \$4. In an old frame house six sets of three rooms were let at \$1.75 a week. Cold water was the only convenience and one water-closet in the basement served for the whole house. The occupants were colored.

In this neighborhood, where also some of the closest building in Boston may be found, is a block belonging to the Boston Co-operative

Building Company, a distinctive feature of which is the special provision of one and two-roomed apartments. The latter, as is most usual in Boston, are rarely in the occupation of ordinary families, but, of, for instance, a widow and child, or spinsters. The regulations of the Health Department prohibit the occupation of a single room under all circumstances for cooking and for all other living purposes, but some discretion in practice is allowed.

Charlestown is mainly an Irish district and is fairly uniform in character. It is shrinking rather than increasing in numbers owing to the encroachment on the one side of the United States Navy Yard and on the other of the Boston and Maine Railroad. The best district is in the neighborhood of a small park in which the Bunker Hill Monument stands.

Frame houses, often for three families, of an old type with no conveniences save cold water, are common. Four and five-roomed apartments appear to predominate, letting at something above or below 70 cents a room a week, unless, which would be the exception, they are modern with modern conveniences, in which case a representative rental would be nearer \$1 a room.

Much the same rental conditions prevail in South and East Boston. In Dorchester, where buildings are newer although, as already stated, often unsatisfactorily placed, the scale would be somewhat higher, as also in West Roxbury and Brighton.

The more modern three-family house to which reference has been made is built in rows, in pairs and detached. Each dwelling is self-contained, generally with a separate entrance from a public hall and stairway in front, and often with a similar entrance from a small stairway in the rear. Types vary greatly, but a fairly representative dwelling with five rooms and a bathroom would contain a small private hallway, leading on the one side into the parlor, bedroom, and dining room, the last with its window opening on to an open "piazza" or balcony — one of the most desirable features of these houses; on the other side the private hallway leads into the second bedroom and the bathroom, and at the end is the door, leading to the kitchen, at the other side of which is the entrance from the back public stairway. Such a dwelling would probably be fitted with a fixed range with hot water fittings. The rent, varying according to the character of the house and locality, might be put at from \$3.90 to \$4.25 a week. A six-roomed tenement much the same in general planning might be

rented at from \$4.40 to \$4.65, or if fitted with a furnace in the basement for heating with hot air at \$5.75 a week.

Certain economies are secured in the construction of the three-family house as, for instance, in plumbing requirements, but the multiplication of this type of dwelling appears to be due rather to the force of habit in construction and to the strength of the imitative faculty than to pressure upon space or to any special advantage which it offers.

There is a tendency, partly owing to the increased price of materials, for houses to be built more slightly than formerly and for rooms to be built smaller, and the 20 feet front by 66 feet deep building plot of a six-roomed, three-family house of comfortable but not modern type seen in Charlestown represented a more than ordinary liberal planning. The measurements of another tenement in which five rooms, 9 feet high, contained 724 square feet of floor space, excited favorable comparison with some more modern erections.

As a type of the house for two families may be noted a frame building of two stories, conveniently arranged with separate entrances back and front, with separate cellar and yard, and private water-closets. Cold water and gas were laid on. The cooking stoves, in one case costing \$15, were supplied by the tenants. The occupiers were American, and on the ground floor the rent for four rooms was \$3 a week, and upstairs the rent for five rooms, that is, including the "hall bedroom," was \$3.25.

The predominant rentals given in the table below are derived from the returns specially obtained for the purposes of the present inquiry. In connection with the ranges stated in the table it must be stated that two-roomed dwellings are not representative for the city as a whole, but in tenement houses the predominant rent for dwellings of this size in February, 1909, was from \$1.60 to \$2.10 a week. Six-roomed dwellings are also relatively uncommon, especially in the ordinary tenement house, and the figures quoted cannot therefore be taken as applying to districts where the tenement house is the prevailing type. The rent of tenements with six rooms shows an unusually wide range, even for a great city including dwellings of very various type and age, and, starting from as low as from \$3 to \$3.45 a week, reaches to \$5.75 and upwards. They represent a class of dwellings that is largely in non-working-class occupation.

With the exception of two and six-roomed dwellings, for which, for the reasons just mentioned, a common body of rental figures cannot

be secured, the predominant figures shown by the results of the present inquiry are either identical or almost identical for the main types of dwellings for the city as a whole. The ranges covered are wide but the differences in the predominant rentals, although showing in the maxima some indication of greater pressure upon house room in the more congested districts, are on the whole slight, the only case in which the difference is marked being that of the four-roomed dwellings in the ordinary tenement house. Here the mean of the limits of the predominant range shows an excess of 46 cents a week over that for the same number of rooms in houses of the various types constructed for three families. On the whole, however, room for room, the predominant figures show a great general similarity both of figure and of range, and the following table has therefore been prepared giving the combined results for all tenements of the various sizes specified, viz., two, three, four, five, and six rooms:

TABLE 24. — *Predominant Rents of Working-class Dwellings.*

NUMBER OF ROOMS PER DWELLING.										Predominant Weekly Rents
Two rooms,	.	.	.	.	.	.	.	.	.	\$1.60-\$2.10
Three rooms,	.	.	.	.	.	.	.	.	.	1.85- 2.55
Four rooms,	.	.	.	.	.	.	.	.	.	2.30- 3.25
Five rooms,	.	.	.	.	.	.	.	.	.	3.25- 3.90
Six rooms,	.	.	.	.	.	.	.	.	.	3.70- 5.30

The level of rents at New York being represented by 100, the rents index number for Boston is 82.

Taxes and water-rate are paid by the owner, and, apart from a small poll tax, tenants are thus left free from any direct taxation. The water-rate for a dwelling occupied by two families ranges from \$7 per annum upwards according to value, with an additional charge of \$5 per annum for one or more water-closets. Thus a house occupied by two families valued at over \$2,030 and under \$3,040 would be rated at \$15 per annum. Dwellings used by three or more families are rated according to rental at from \$2.50 per tenement with an extra charge for each water-closet and bath tub of \$3 or for water-closet and bath tub together of \$5. Thus, a house occupied by three families at rentals not exceeding \$5.75 a week with water-closets and bath tubs would be rated at \$22.50 per annum, or one occupied by

six families, supplied with three water-closets but without bath tubs, at \$24 per annum.

Sanitary inspection is in the hands of a carefully organized Health Department according to the regulations of which the tenement houses, as forming part of the general responsibility devolving upon the Department, have to be visited every six months. Seventeen Health Inspectors are employed, and in addition five police officers are specially detailed to the service of this Department.¹

A few attempts off the lines of ordinary commercial enterprise have been made to meet the housing requirements of the working classes in Boston, but recent enterprise in this direction has been unimportant. The chief significance of the attempts that have been made in the past consists not so much in the superior character of the accommodation now offered as in the recognition of the social importance of the housing question and in the endeavor made to raise the standard of the normal relationship between landlord and tenant, and by so doing to make each interpret more widely the nature of his responsibilities. In this respect a long and honorable record is held by the Boston Co-operative Building Company, which has now been in existence for 40 years and is at present the owner of various properties on which about 1,000 persons are housed. The rents vary according to the nature and locality of the property, and range for two rooms from \$1.25 to \$2.25, for three rooms from \$1.50 to \$3.30, and for four rooms from \$2.25 to \$3.75 a week.

In 1900 about 81 per cent of all dwellings of every description in Boston were rented.

D. RETAIL PRICES.

(1) *Introductory.*—In its general features the machinery of retail distribution possessed by Boston is that common to many large cities — a central ganglion of busy and crowded shopping streets, recognized shopping centres in all well-defined out-lying districts, be these near to or far from the centre, and, in addition, especially so far as groceries, meat, and provisions are concerned, scattered shops more definitely of the “neighborhood store” type.

Large “department stores” are found which, owing to their convenience, their free delivery of goods and their general attractiveness, absorb much custom, but as regards foodstuffs probably have less

¹ Acts of 1911, chapter 287, approved April 14, 1911, provides that 10 police officers shall be detailed to the Health Department.

effect upon prices and upon the general marketing practices of the community than the so-called "multiple" shops or "chain stores." The latter are numerous, including most of the shops belonging to the largest business of this kind in New England. This type of shop is of comparatively recent growth, and the particular firm referred to has sprung up during the last 16 years. Credit is not given by the ordinary "chain stores," but although the prices ruling in them are often relatively low they are not the determining factor in the local range of prices. These appear to be still mainly determined, subject to any ruling conditions of the wholesale markets, by competition between the ordinary shops. Trading stamps are a good deal used with a view to securing and retaining custom, but they are probably a device that will not prove lasting.

Co-operative stores are not found, but the principle of industrial co-partnership is in successful operation in one of the best known drapery establishments and is now attracting favorable attention.

Public markets for retail buyers are not important for the working-class consumer, the stalls in the two best-known market buildings, mainly for meat, provisions, and fruit, being largely taken by wholesale dealers and by those who supply the large consumers, such as hotels and restaurants. The smaller and poorer class of consumer is affected by a certain amount of "clearing-up" trade rather than by the ordinary business of the markets as a whole. On the other hand in their immediate neighborhood two or three streets, with their push carts, shops, and a small local market hall, are on occasion filled with a huckstering and bartering cosmopolitan crowd, but in general the public market system affects retail distribution but slightly in Boston.

Another form of "market" so-called is, however, found everywhere. This is simply the foodstuff shop which exists in many cities, in which, whether it be large and fully equipped, or small and unpretentious, the principle of the "department" is adopted. In such a shop, if it be a complete establishment, groceries, bread, meat, poultry, provisions, fruit, and vegetables can all be purchased under one roof. This description of shop, more or less completely developed, is the most distinctive and perhaps the most common type so far as the retail distribution of food is concerned in Boston.

In spite of changes in the direction of cash payments, as through the medium of the "multiple" shops, credit is still extensively given,

but although individual customers of poor reputation who take credit may have to pay more, either by getting an inferior quality for their money, or in the shape of a higher market price, a double basis of charging for cash and for credit accounts is not systematically adopted. The conditions of competition and the gossip of neighbors prevent this. Neither, it may be noted, are customers who take reasonable credit in general less valued than others, since credit is considered by some to ensure regularity of dealing: they "always come."

(2) *Groceries and Other Commodities.* — The following notes refer to particular commodities. The brands of *eggs* in most general consumption are Western, and in an ordinary year do not appear to vary greatly in price. They are, however, usually cheapest from April to June, when local supplies are most abundant. Really fresh "near by" eggs in May, 1911, cost about 50 cents a dozen.

The *butter* sold in May is mainly storage. Oleomargarine is rarely kept.

The *flour* sold is of various grades and one of the best is a Western brand accepted by many dealers as a kind of standard maximum and was being sold in May, 1911, at \$1.00 for 24½ pounds. The lowest price quoted for flour in Boston in May, 1911, was 75 cents, but the predominant price for 24½ pounds was 90 cents.

As regards *bread*, the ordinary 5-cent loaf is generally supposed to weigh one pound, but the predominant weight was 14 ounces in February, 1909. Much bread is sold by the stores, being delivered to them twice a day by large wholesale bakers, who take back any old loaves and sell these as stale bread. "Rye bread" of the ordinary mixture of wheat and rye flour, and in various sizes, is sold to a considerable extent, especially in the Jewish districts, at a slightly heavier weight for a 5-cent loaf than the wheaten bread. The rough rye bread so much in evidence in some districts in New York is not sold.

Much *milk* is sold "loose," and the price for milk so retailed would be eight cents and under a quart. A regulation, making the sale of milk in bottles compulsory, made by the Health Department became operative June 15, 1909; but in a test case before the Supreme Court in the Spring of 1911 the legality of the regulation was not sustained.¹ In September milk was one cent dearer at some stores than in February, when the predominant price was from eight to nine cents a quart.

¹ Commonwealth v. Drew, 208 Mass. 493.

Anthracite *coal* is consumed in Boston and the usual price per "short" ton of 2,000 pounds for "nut" coal, the variety ordinarily consumed, was \$7.00 in May. In July this price rose to \$7.25 according to custom, the winter level (\$7.50) being regained, by regular monthly increments, in September. Much coal is bought by the ton, sometimes on the instalment plan, when a usual price is \$8.00. Larger dealers are not in the habit of selling less than a quarter of a ton. Common small units of sale are in 100, 50, and 25-pound bags, with the weight stated thereon, and (compulsorily in the case of the 25-pound bags) with the name of the dealer also. The predominant price for the 25-pound bag in May, 1911, was from 10 cents to 12 cents.

A good deal of coke is consumed, small lots being retailed in bags of about 18 pounds at 10 cents.

The following table shows the prices most usually paid by the working classes of Boston for various articles of food, for coal, and for kerosene in May, 1911:¹

TABLE 25. — *Predominant Prices paid by the Working Classes in May, 1911.*

COMMODITIES.	Units.	Predominant Prices
Tea,	pound	\$0.20-\$0.50
Coffee,	pound	.15-.35
Sugar, white, granulated,	pound	.055
Sugar, brown,	pound	.055
Eggs,	dozen	.20-.32
Cheese, American,	pound	.14-.18
Butter,	pound	.22-.28
Butterine,	pound	.22
Oleomargarine,	pound	.23-.25
Milk, fresh,	quart	.07
Milk, condensed,	can	.09
Milk, evaporated,	20 ounces	.09-.11
Potatoes, Irish,	peck	.15
Flour, wheat,	24½ pounds	.75-.90
Flour, prepared,	3 pounds	.23
Oatmeal,	pound	.04
Cereals, prepared,	package	.10-.15
Macaroni,	pound	.10-.12
Bread, white,	2 pounds	.115
Vegetables, canned,	-	.08-.12
Soups, canned,	-	.03½-.10
Beans, baked, canned,	40 ounces	.07-.12
Beans, dry,	quart	.075-.12
<i>Dried fruits:</i>		
Prunes,	pound	.05-.125
Apricots,	pound	.14-.15
Peaches,	pound	.14
Apples,	pound	.14
Coal, anthracite,	{ ton	7.00
Kerosene,	{ 25-pound bag	.12
Coke,	gallon	.08-.10
	18-pound bag	.10

¹ This Bureau has used data relating to prices of commodities, gathered by its special agents in May, 1911, in place of the statistics for February, 1910, which were presented in the British report.

(3) *Meat*.—The greater part of the meat supply of Boston of every kind, except possibly veal, is Western, and most is not only Western-reared but Western-killed and Western-dressed. The abattoir is at North Brighton, on the site of a cattle market once well-known throughout New England, and all local killing is done there. The amount thus killed has increased somewhat in recent years, partly owing to the Jewish regulations as regards "Kosher" meat, and the larger number of Jews now living in Boston and vicinity. But the great bulk of the meat consumed still comes dead from the West. The grade of meat that Boston secures is said to be relatively high. Mutton, in any case under that name, is little consumed, "lamb" being the common designation. It is worthy of note that in the Labor Bulletin of the State Bureau of Statistics for December, 1907, where retail prices for various commodities sold in Massachusetts cities are given, prices for "lamb" alone are quoted.

The following were the prices most commonly paid for various cuts of meat by the working classes of Boston in May, 1911:¹

TABLE 26. — *Predominant Prices paid by the Working Classes in May, 1911.*

DESCRIPTION OF CUTS.	Predominant Prices per Pound	DESCRIPTION OF CUTS.	Predominant Prices per Pound
Beef.		<i>Other:</i>	
<i>Roast:</i>		Dried or chipped,	\$0.35
Face of rump,	\$0.16-\$0.22	Liver, . . . . .	.08-.10
Top of round, . . . . .	.15-.20	Kidneys, . . . . .	.08-.12
Prime ribs, . . . . .	.16-.20	Heart, . . . . .	.10
Second cut ribs, . . . . .	.14-.17	Tripe, . . . . .	.06-.12
Chuck or short ribs, . . . . .	.14-.16		
Bottom of round, . . . . .	.12-.17	Mutton and Lamb.	
Beef trimmings, . . . . .	.08-.10	<i>Fresh:</i>	
<i>Steak:</i>		Leg, . . . . .	.16-.18
Rump, . . . . .	.25-.28	Breast, . . . . .	.10-.12
Top of round, . . . . .	.20-.26	Loin, . . . . .	.16-.18
Sirloin, . . . . .	.22-.26	Chops, . . . . .	.15-.25
Hamburger, . . . . .	.10-.14	Shoulder, . . . . .	.10-.12
Flank, . . . . .	.10	Neck, . . . . .	.05-.08
Bottom of round, . . . . .	.15-.17	Flank, . . . . .	.05-.08
Vein, . . . . .	.14-.16	Leg and loin, . . . . .	.10-.15
<i>Soup or Boil:</i>		Corned flanks, . . . . .	.04
Without shin, . . . . .	.08-.12	Mutton trimmings, . . . . .	.05-.06
With shin, . . . . .	.04-.10	Kidneys, . . . . .	.20
Brisket, . . . . .	.12		
Edge bone, . . . . .	.10-.12	Veal.	
Bottom of round, . . . . .	.12-.14	<i>Fresh:</i>	
Neck, . . . . .	.08	Leg, . . . . .	.15-.16
Ox tails, . . . . .	.10	Chops, rib, . . . . .	.22-.24
<i>Salt or Corned:</i>		Chops, loin, . . . . .	.25
Flank, . . . . .	.06-.10	Breast, . . . . .	.10-.14
Navel, . . . . .	.09-.10	Neck, . . . . .	.08
Brisket, . . . . .	.12-.14	Steak, . . . . .	.25-.28
Thick end, . . . . .	.10-.12	Loin, . . . . .	.17-.22
		Calves' heart, . . . . .	.04-.08

¹ See footnote on page 255.

² Per dozen.

TABLE 26. — *Predominant Prices paid by the Working Classes in May, 1911 — Concluded.*

DESCRIPTION OF CUTS.	Predominant Prices per Pound	DESCRIPTION OF CUTS.	Predominant Prices per Pound
Pork.		Cooked Meats.	
<i>Fresh:</i>			
Chops,	\$0.14-\$0.16	Tongue,	\$0.35-\$0.40
Blades, . . . . .	.15-.16	Ham, boiled, . . . . .	.27-.30
Loin, . . . . .	.12-.16	Ham, pressed, . . . . .	.15
Ribs, . . . . .	.10-.14	Ham, minced, . . . . .	.14-.16
Shoulder, . . . . .	.14-.16	Corned beef, . . . . .	.18-.30
Frankfurters, . . . . .	.10-.18	Meat hash, . . . . .	.10
Bologna, . . . . .	.10-.15	Hogshead cheese, . . . . .	.14
Kidneys, . . . . .	.08-.10		
Pigs' feet, . . . . .	.08-.10	Fish.	
Liver,	1.10-.12	<i>Fresh:</i>	
<i>Salt:</i>		Halibut, . . . . .	.10-.15
Wet or dry, . . . . .	.09-.12	Cod, . . . . .	.08
Spare ribs, . . . . .	.10	Haddock, . . . . .	.055
<i>Smoked:</i>		Mackerel, . . . . .	.25
Ham, . . . . .	.15-.17	Flounders, . . . . .	.04-.07
Bacon, . . . . .	.16-.20	<i>Salt:</i>	
Ham ends, . . . . .	.12	Mackerel,	1.05
Shoulder, . . . . .	.11	Cod, . . . . .	.08-.12
Plucks,	2.15	Herring, . . . . .	.03
Fowl.		<i>Smoked:</i>	
Chicken, . . . . .	.20-.25	Herring, . . . . .	.025-.03
Fowl, . . . . .	.18-.22	Haddock, . . . . .	.10-.12
		<i>Canned:</i>	
		Salmon, . . . . .	.12-.16

¹ Each.² Per 2½ pounds.³ Per three pounds.

Prices at New York being taken as the base, = 100, in each case, the index number for the price of meat at Boston in February, 1909,¹ was 105, for other food it was 105 and for food prices as a whole 105. For rents and food prices combined the index number was 99.

Boston is an important fish market but the volume of its domestic export robs the city itself of any particular advantage from the point of view of local consumers that might otherwise be derived from its large local supplies. The fish is mainly haddock, cod, hake, pollack, and, principally in June and July, mackerel; the total value of fresh fish landed by American vessels in 1910 being put at \$2,708,904.

The following were retail prices for fresh fish in May, 1911: Haddock, 5½ cents a pound; cod, 8 cents; halibut from 12 cents to 15 cents; and mackerel, according to size and season, at prices equivalent to about 12½ cents a pound.

As regards poultry, which according to the regulations must be sold dressed, ordinary prices were 20 cents a pound for fowl and 22 cents a pound for chicken.

¹ It should be borne in mind that the statistics in the preceding table are for May, 1911, while the data upon which the index numbers were computed by the British Labour Department were collected in February, 1909.

2. BROCKTON.

A. INTRODUCTORY.

Brockton, the principal centre in the United States for the manufacture of fine grade shoes, is situated in Massachusetts, about 20 miles south of Boston. It was not incorporated as a city until 1881. Originally it formed part of the town of Bridgewater and later, in 1821, was itself constituted a town under the name of North Bridgewater. In 1874 it adopted its present name. Various stages in the rapid growth of the population of Brockton since 1870 are shown in the following table:

TABLE 27. — *Population of Brockton, 1870-1910.*

YEARS.	Population	Increase	Percentage Increase
1870,	8,007	—	—
1880,	13,608	5,601	70.0
1890,	27,294	13,686	100.6
1900,	40,063	12,769	46.8
1910,	56,878	16,815	42.0

The area of the city is $21\frac{1}{2}$ square miles. . . .

In its outward appearance the city gives an impression of prosperity and comfort on the part of its workers, and this impression is confirmed by closer investigation. Though scattered instances of dilapidated or ill-kept houses are to be found, it may be said that the city is wholly without slums, as that term is usually understood. This pleasing characteristic is no doubt due in part to the recent growth of the city, but much must also be allowed for the fact that Brockton is engaged mainly in an industry in which most of the employees are well paid. The appearance of the city owes something also to the fact that most of the manufacturers and heads of concerns doing business in Brockton have their homes there, and their presence accounts for a number of fine residences which, with their gardens, tend to relieve the monotony of appearance characteristic of many industrial centres. The influence of the close proximity of Boston, though clearly perceptible in certain branches of the city's activities, is not so well marked as in some of the other industrial centres in Massachusetts,

the directing force behind most of the Brockton enterprises being largely exercised in the city itself.

Brockton may be contrasted with such Massachusetts cities as Lawrence and Lowell as regards the elements of its population. According to the Census of 1905, the only non-English-speaking nationality represented by more than a thousand persons was the Swedish. Though no fewer than 12,275 persons out of a total population of 47,794 were shown to be foreign-born, over half of this number consisted of English-speaking immigrants not readily distinguishable from the native population. Of the total foreign-born population, 27.4 per cent were born in Canada (only one-quarter of these being French Canadians), 23.3 per cent in Ireland, 20.3 per cent in Sweden, 9.3 per cent in Great Britain, 6.3 per cent in Russia, and 5.4 per cent in Poland. The English, the English-speaking Canadians, and, to a less extent, the Irish become readily assimilated to the Americans themselves in their mode of living; the Swedish people also maintain a standard of life at least as high as that of the Americans; so that the proportion of the population which is composed of those national elements which are usually most closely associated with poverty in American cities is not large.

The industrial importance of the city is derived entirely from its manufacture of boots and shoes. Beyond this industry and such directly dependent trades as the manufacture of shoe "findings," few manufactures are represented to any extent in the city. The predominance and the magnitude of the boot and shoe industry are shown clearly by statistics published by the State for the year 1908. The total output of all industries in the city was stated at \$44,711,397, and of this sum \$35,276,875 was due to boots and shoes, \$2,686,148 to boot and shoe findings, and \$2,824,453 to boot and shoe cut stock.

The municipal activities of Brockton are confined to the ordinary services undertaken by a modern American city, municipal trading being limited to the maintenance of the water supply; this supply, which is considered to be very satisfactory, is obtained from Silver Lake, some distance from the city. The city is served by an elaborate system of electric street railways which is controlled by a company operating over the greater part of Eastern Massachusetts. Boston, Providence, and other points even more distant can be readily reached. The electric light and power supply and the gas works are also under the control of private companies. The charge for electric light current

in the early part of 1909 was 20 cents net per kilowatt-hour, but since July of that year this charge has been reduced to 15 cents. At present electricity for lighting or for other domestic uses has not made its appearance to any appreciable extent in working-class homes. The charge for gas is \$1.20 a 1,000 cubic feet, a discount of 10 cents on this price being allowed for prompt payment. . . . The number of gas stoves known to be in use in the city in May, 1911, was about 6,800.

The private charities of the city are not organized, differing in this from so many American cities. Public assistance is controlled by the City Government and the principles of administration and relief are generally similar to those in other cities of the State. Indoor relief is given at the City Home, a comfortable, neatly furnished house, with farm lands attached, on the outskirts of the city. The number of inmates of both sexes is usually about 100, nearly all of whom are of very advanced age. Outdoor relief to those who have a settlement in the city is usually given in kind, the value of the weekly supplies being about \$2 in Summer and \$3 in Winter for each family assisted. The articles supplied, according to the needs or wishes of the family assisted, comprise flour, butter, sugar, tea, coffee, potatoes, beans, rice, oatmeal, meal, crackers, soap, pork, salt fish, and lard. The goods are supplied from the city store and it is said that the quantity given for \$2 is more than could be obtained at a retail store for that sum. Shoes are also supplied for children in deserving cases, and on the whole there is a good deal of elasticity in administration. The total number of families assisted in 1910 was 330, representing 1,273 persons.

The sanitary administration of the city is under the control of a Department of Public Health, consisting of a chairman, a health officer (who is a medical man), and an executive officer. The staff consists of a bacteriologist and inspector of milk, a plumbing and sanitary inspector, and inspector of meats and provisions, a superintendent for collection of ashes and rubbish, and a city physician.

The total numbers of births, deaths, deaths under one year and deaths from tuberculosis of all kinds for the period 1906-1910 are shown in the following table:

TABLE 28. — *Births, Deaths, Infant Mortality, and Deaths from Tuberculosis, 1906-1910.*

YEARS.	Births	Deaths	Deaths under One Year	Deaths from Tuberculosis
1906,	1,171	569	109	55
1907,	1,354	677	143	51
1908,	1,456	605	137	51
1909,	1,392	625	161	45
1910,	1,398	706	134	47

B. OCCUPATIONS, WAGES, AND HOURS OF LABOR.

The importance of the boot and shoe industry in Brockton has been already referred to. Apart from this and cognate industries, the largest single enterprise is a color-printing establishment. The purely industrial character of the city, to which testimony is afforded by the comparatively small percentage of people engaged in professional pursuits, is shown by the following table of occupations based on the results of the Federal Census of 1900:

TABLE 29. — *Number of Persons of 10 Years of Age and Over engaged in Gainful Occupations in Brockton in 1900.*

GROUPS OF OCCUPATIONS.	Males	Females	Both Sexes
Building,	830	—	830
Metal working,	371	2	373
Textile,	21	8	29
Boot and shoe making,	6,254	1,959	8,213
Clothing,	77	374	451
Woodworking and furnishing,	80	—	80
Paper and printing,	113	107	220
Food, liquors, and tobacco,	133	20	153
Other manufacturing and mechanical pursuits,	858	67	925
Trade and transportation,	2,762	529	3,291
Laborers (not otherwise specified),	476	10	486
Professional, domestic and personal service, and agricultural pursuits,	1,075	1,416	2,491
All Occupations,	13,050	4,492	17,542

It will be seen from the above table that 47 per cent of all persons employed in work for gain were engaged in the staple industry of the city. Later figures based on a State inquiry in the year 1908 are even more significant. These figures relate only to persons employed as manual workers in manufacturing industries, and show that of such workers 82 per cent were engaged directly in boot and shoe manu-

facturing, while a large percentage of the remainder were engaged in trades auxiliary to the chief industry. The following are the full details:

TABLE 30. — *Number of Wage-earners employed in 1908 in the Manufacturing Industries of Brockton.*

INDUSTRIES.	WAGE-EARNERS EMPLOYED				
	AVERAGE NUMBER			Smallest Number	Greatest Number
	Males	Females	Both Sexes		
Boots and shoes,	9,264	3,814	13,078	9,598	14,692
Boot and shoe cut stock,	503	228	731	615	845
Boot and shoe findings,	367	200	567	432	723
Boxes, fancy and paper,	66	168	234	213	248
Lasts,	140	-	140	113	158
Foundry and machine shop products, .	146	-	146	130	172
Other industries,	819	141	960	792	1,150
All Industries,	11,305	4,551	15,856	11,893	17,988

The above table shows that if the manufacture of fancy and paper boxes be regarded as one dependent on the shoe industry, the number of workers employed in manufactures having no obvious connection with boot and shoe manufacture is less than seven per cent of the total. Reference to the last two columns of the table will show that in the boot and shoe trade a great fluctuation occurred in the numbers employed during the year. This feature of the statistics is no doubt explained to a large extent by the general depression of trade which passed over the country in that year, but much is accounted for by the occurrence of trade ¹ disputes. The year 1908, indeed, compares very unfavorably with the previous year. In 1907 the average number of wage-earners in the manufacturing industries reported in the city was 18,338, the difference between this total and that for 1908 being almost entirely due to the falling off which occurred in the leading industry. In 1907, too, the fluctuation in the numbers employed was much smaller than in 1908. The greatest number employed in the boot and shoe factories in the former year was 16,558, while the smallest number was 13,098.

The boot and shoe trade in Brockton is highly organized, and practically all the manufacturers recognize agreements with the men's

¹ The word "trade" in the British report is evidently here used in the sense of "labor."

unions. The trade union stamp system has been developed with considerable success. There is little doubt that the manufacturers regard the stamp as an asset of some value for advertising purposes and as a *quid pro quo* for their concession of union claims. The agreement, known as the "union stamp agreement," is entered into between the manufacturer and the Boot and Shoe Workers Union, the international organization which forms a co-ordinating body for the unions concerned with special branches of the trade. The principal provisions of the agreement are that "the union agrees to furnish its union stamp to the employer free of charge, to make no additional price for the use of the stamp, to make no discrimination between the employer and other firms, persons or corporations who may enter into an agreement with the union for the use of the union stamp, and to make all reasonable effort to advertise the union stamp and to create a demand for the union stamped products of the employer, in common with other employers using the union stamp." On the other side the employer agrees to hire as boot and shoe workers only members of the union. It is further agreed that the union will not cause or sanction any strike, that the employer will not lock out his employees while the agreement is in force, and that all questions of wages or conditions of labor which cannot be mutually agreed upon shall be submitted to the Massachusetts State Board of Conciliation and Arbitration.

In addition to the Joint Shoe Council of the Boot and Shoe Workers Union there are no fewer than 16 unions concerned with special branches of the trade, viz., those of the vampers, lasters, sole fasteners, skivers, heelers, edgemakers, finishers, treers, packers and dressers, sole leather cutters, stitchers, and cutters and also a mixed union. It may readily be surmised that with this somewhat elaborate organization the number of questions arising for settlement is considerable. Most of the negotiations between the employers and the men take place through the Manufacturers Association, to which the majority of the firms belong. The number of references to the State Board of Arbitration is great. In 1910 no fewer than 133 separate decisions were given by the Board in matters submitted by Brockton concerns, several firms figuring a number of times in this total.

The general feeling appears to be that this organization of industry is an advantage to both sides, and certainly the progress of the city under this *régime* has been marked. The advance made by Brockton as a boot and shoe centre and the rapidity with which the volume of

its output has grown show at least that industrial prosperity, measured by the usual standards, has been concurrent with the frank recognition of the men's unions. On the other hand, it is sometimes argued that the concession of the high union rates of wages has resulted in the transference to other centres of many of the cheaper grades of work. There appears to be no doubt that the average yearly earnings of the boot and shoe operatives are higher in Brockton than in any other boot and shoe centre in Massachusetts. It is claimed, indeed, that they are higher than in any other centre in the world. According to the State Bureau of Statistics, the average yearly earnings in 1908 of work-people of both sexes engaged in this trade were \$654.10 in Brockton, \$596.47 in Lynn, \$594.54 in Beverly, and \$587.34 in Haverhill, all these cities being important boot and shoe making centres. If, however, it is true that high rates of wages have resulted in the loss to Brockton of certain of the cheaper kinds of work, such a change is probably only an aspect of a tendency which, according to local information, has in fact been at work, namely, the gravitation to the city of the most efficient labor in the country. There seem accordingly to be adequate grounds for the belief that a development has taken or is taking place which might be foreseen in the light of ordinary theory. High rates of wages, once established, have developed or attracted labor of a quality for which alone such wages can be commercially paid, and the labor previously available has been obliged either to bring itself up to the new standards of efficiency or to seek employment elsewhere. If such be the industrial phase through which Brockton is passing, it would go far to explain those favorable features in its appearance and economic life to which references are made elsewhere in this report.

In 1908 the number of labor disputes in Brockton was large and unusual. One in particular was very serious for the city, inasmuch as it resulted in the virtual removal to other centres of a large firm, and the consequent dismissal of over 2,000 workers. The dispute in this case, coming after a number of years of remarkably harmonious relationships, had its origin in a somewhat technical point. The matter was submitted to arbitration by the State Board, whose decision was distasteful to the men. The Boot and Shoe Workers Union then gave notice, as they were technically quite entitled to do, that they would terminate the "union stamp agreement" and this action caused a good deal of bitterness that was

responsible for further quarrels. The effect of the dismissal of so many workers had created a good deal of disturbance in the economic life of the city. In its annual report the Board of Arbitration, commenting on the dispute, said, "It is the opinion of the Board that industrial peace is retarded in this instance by relatively small matters and that to set them aside would result in a renewal of the friendly and contractual relations which accomplished much benefit to the community during the past 10 years, and contributed to the high repute of the parties."¹

The strength of the trade union position in the shoe industry in Brockton has not been without effect on the other trades of the city, most of which are effectively organized. Trade union rates are paid in all branches of the building trades, and the amount of non-union labor employed is probably insignificant. In the printing trades the union rates are generally paid or exceeded, though not all the shops are staffed exclusively with union labor. The machinists are organized, but in Brockton as in many other cities wide differences of skill, etc., are a difficulty in the way of the establishment and enforcement of a high minimum rate. The union rate for machinists is \$15 a week, a rate which, when compared with the rates paid locally in other occupations, is somewhat low. In practice, however, this rate is often exceeded. The machine shop industry in Brockton is small; there is no general foundry in the city, casting work being sent to Bridgewater or elsewhere. Not the least effective union in the city is that of the laborers. This union has had a large measure of success

¹ In the Autumn of 1909 a settlement of the existing differences was made. The union stamp agreement was then renewed between the parties concerned and the firm resumed operations in Brockton at once.

The following table shows the number of strikes in the boot and shoe industry in Brockton during the past five years:

Strikes in the Boot and Shoe Industry in Brockton, 1906-1910.

CLASSIFICATION.	1906	1907	1908	1909	1910
Number of strikes,	2	6	1	6	0
Number ordered by labor organizations,	0	2	1	2	0
Number of establishments involved,	2	6	1	6	0
Number of strikers,	77	360	18	480	0
Number of other employees thrown out of work, . .	0	3,300	325	1,480	0
Total number of employees involved,	77	3,660	343	1,960	0
Number of working days lost,	94	29,185	361	9,953	0
Results:					
Number of strikes successful,	1	1	1	2	0
Number of strikes partly successful,	1	0	0	1	0
Number of strikes unsuccessful,	0	5	0	3	0

in fixing the rate of wages for general unskilled able-bodied labor at the rate of \$13.50 a week.

As in other American cities the unions show a marked singleness of purpose in carrying out the primary objects for which they exist, being very little identified with aims other than those directly concerned with wages and hours of labor. The sick and death benefits are the only exception to this general policy. In the Painters' Union the sick benefit is \$5 a week for a maximum of eight weeks in any one year. The death benefit varies from \$50 to \$300 according to length of membership. This may be taken as fairly typical of the building trade unions. There are no out-of-work benefits other than strike pay. The subscriptions to the unions are usually 20 cents a week.

The following table shows the predominant weekly wages and hours of labor in the principal trades and occupations in October, 1910:¹

TABLE 31. — *Predominant Weekly Wages and Hours of Labor of Adult Males in the Principal Occupations in October, 1910.*

OCCUPATIONS.	Predominant Weekly Wages	Predominant Weekly Hours of Labor
Building Trades.		
Bricklayers,	\$26.40	48
Stonemasons,	24.00	48
Carpenters,	21.01	44
Electrical workers,	19.36	44
Plasterers,	26.40	44
Plumbers,	24.20	44
Painters,	18.04	44
Steamfitters,	22.00	44
Hod carriers and building laborers,	16.80	48
General laborers,	13.50	48
Foundries and Machine Shops.		
Machinists,	15.00	54
Blacksmiths,	16.00	48
Laborers,	9.00-10.50	54
Printing Trades.		
Newspaper:		
Compositors, hand and machine (day work),	20.00	48
Book and job:		
Hand compositors,	18.00	48
Pressmen, cylinder presses,	19.00	48
Pressmen, job presses,	16.00	48
Boots and Shoes.		
Outside cutters {hand,	18.00	54
{machine,	21.00	54
Outside cutters,	18.00	54
Top cutters {hand,	18.00	54
{machine,	18.00	54
Goodyear welters and Goodyear stitchers,	20.00-25.00	48-54
Lasters and pullers-over,	16.50-20.00	48-54
Edge trimmers and edge setters,	20.00-25.00	48-54
Vampers,	17.00-22.00	54
Heelers,	20.00-24.00	54
Trees,	15.00-18.00	54

¹ See footnote on page 238, *ante*.

TABLE 31. — *Predominant Weekly Wages and Hours of Labor of Adult Males in the Principal Occupations in October, 1910* — Concluded.

OCCUPATIONS.	Predominant Weekly Wages	Predominant Weekly Hours of Labor
Public Service.		
Street construction, paving, and cleaning (municipal):		
Pavers,	\$21.00	48
Pavers' laborers,	15.00	48
Road menders,	15.00	48
Scavengers,	15.00	48
Drivers, teamsters,	15.00	48
Water works (municipal):		
Laborers,	15.00	48
Gas works (company):		
Gas stokers,	17.50	56
Laborers,	13.50	48
Electric light and power works (company):		
Stokers,	19.25	56
Linemen,	15.00-18.00	48
Laborers,	13.50	48
Electric railways (company):		
Motormen and conductors: ¹		
1st year,	15.75	70
2d year,	16.45	70
3d, 4th, and 5th years,	17.15	70
6th and 7th years,	17.85	70
After 7 years,	18.55	70

Taking wages at New York as the base, = 100, in each case, the wages index numbers for Brockton in 1909 ² were — building trades, skilled men 88, hod carriers and bricklayers' laborers 102; foundries and machine shops, skilled men 75, unskilled laborers 97; printing, hand compositors (job work) 83.

In the above table the hours of labor of the workers in the boot and shoe industry have been given as accurately as possible, but in regard to the piece-workers there is considerable doubt as to the usual number of hours worked in an ordinary week. Many of the piece-workers appear to have a good deal of freedom in their comings and goings, and their hours of work were variously estimated at from seven to nine a day. There is good reason, however, for putting the hours of the Goodyear welters and stitchers and the edge trimmers and setters at 48 per week, and for assuming that the other workers mentioned in the table usually work the full nominal hours of 54 a week. Cutters are usually employed on time work, and the rates stated above are the recognized standard rates. Edge trimmers and edge setters are piece-workers, the usual rate for trimming being 25 cents a dozen pairs. Lasters are sometimes employed on piece-work and sometimes on time-work. The standard rate a day is \$3. Good-year welters and stitchers are invariably piece-workers, the rate for

¹ \$16.10 was the rate received by the majority of the men.² See footnote on page 240.

welting averaging about 19 cents a dozen pairs, and for stitching about 20 cents a dozen pairs. The majority of treers are employed on piece-work, but some are employed on time-work. Heeling is paid at piece prices, and is divided between four sets of workers, known respectively as heelers, sluggers, shavers, and breasters. The heeler, so-called, employs a boy to assist him; the payment is a matter of private arrangement, usually from \$1 to \$1.50 a day. The net earnings of all four classes are about the same. Vampers consist about equally of men and women, and are employed both as piece and time workers. The rates given in the table are those applicable, as nearly as can be ascertained, to men. Women also find employment in many operations in the closing and treeing rooms. The variety of operations is so great and the range of payment so wide that there is much difficulty in stating the predominant earnings of these female workers. For women closers or stitchers the most usual rates appear to range from \$12 to \$15 a week. For other women no rate can be quoted. At one factory women employed on "table" work earned from \$7.50 to \$12 a week, while another firm stated that none of the adult women employed earned less than \$10.50 a week.

C. HOUSING AND RENTS.

At the time of its incorporation as a city in 1881 the population of Brockton was less than 14,000, while in 1910 it was 56,878. The number of its inhabitants has thus quadrupled in less than 30 years. The evolution of Brockton from a small country town into a considerable city is therefore comparatively recent, and the city has not to contend with any evil legacy in the shape of large blocks of dwellings, built according to the loose standards of bygone days, such as characterize older and larger cities. A number of old tenements and cottages are, of course, to be found, but these are for the most part scattered and nowhere present a serious problem.

Practically all the residential buildings in Brockton are of the familiar American "frame" or wooden type, detached, enjoying a generous measure of ground space, and exhibiting a variety of treatment in their outward design. The working-class dwellings may be classified into two fairly distinct types. The first is a tenement in a house with gables or sloping roof, which contains attics. Such houses are, generally speaking, the older type, but, with a certain variety of treatment which often makes them of attractive appearance, they are

still being built. As a rule they contain two separate dwellings, the attics being shared by the tenants on the two floors below. Occasionally, however, the attic floor is converted into a separate dwelling. The attic rooms are as a rule lighted quite adequately by ordinary or perpendicular windows, their chief drawbacks being the sloping roof and a tendency to be very cold in Winter and very hot in Summer. The second type of working-class tenement house is a square-built house, without attics, containing as a rule three separate dwellings, that is, one on each floor. As regards convenience and general desirability, these present as wide a variation as the houses of the first type. Though differing rather widely as regards external appearance the two types of houses may be conveniently considered together so far as the character of the individual tenements is concerned.

The usual number of rooms in working-class tenements is five, but four and six are also common. Practically all the tenement houses have both front and back entrances, there usually being two independent staircases. Most of the houses are detached; there are very few semi-detached dwellings and practically no "terrace houses." The ground space surrounding the buildings varies a good deal both in extent and appearance, but is usually ample from a health point of view. As regards frontage the houses at the higher rentals are made attractive by deep porches or balconies. With few exceptions the residential buildings are of wood, but otherwise the architecture of the better types of the two-family "gable" houses is not unlike that of the cottage revival style to be observed in the outlying suburbs of London and other large English cities. In the case of such a house there is nothing to tell an inexperienced observer that it is occupied by two working-class families and is not the residence of a well-to-do citizen. About the three-tenement houses of the second type described above there is no similar doubt or ambiguity.

Inside the tenements the arrangement of the rooms is similar to that common in almost all New England cities, the chief characteristic being an absence of any passage or corridor joining the separate rooms of the tenement. As a rule all the rooms communicate with each other, an arrangement which economizes space and facilitates warming. The latter consideration is important, for not only is the Winter severe but American habit usually requires living rooms to be maintained at a temperature of at least 70 degrees, while heated bedrooms are regarded as a moderate comfort that should be within

reach of every self-respecting workman. On account of wide variations it is difficult to give any standard or normal measurements of the various rooms. Usually, however, the kitchen is large, about 14 feet square being a size frequently found. The bedrooms are often small, especially in the tenements containing six or more rooms. The height of the rooms in the typical houses is always sufficient, nine feet being usual. No instances of rooms without windows were observed.

The conveniences or "improvements" in the tenements vary with the rental. Well within the range of dwellings of a strictly working-class type are such conveniences as bathrooms well fitted with porcelain baths and basins, basement furnaces supplying heat by means of hot air or steam to the several tenements in the house, hardwood floors and fixed china cupboards, and electric bells and speaking tubes communicating between the kitchens and the front street doors. All these conveniences are found together only in the tenements at the higher rentals; but few of the artisans' homes are destitute of all of them. It may be said that in most of the working-class dwellings a bathroom — usually containing also the "toilet" — is a common feature. Another very usual convenience is a slate or stone set tub in the kitchen. It is as a rule rectangular in shape and about 3 feet 6 inches long, divided into two partitions, so that both hot and cold water can be used at the same time. Where these are found there is always a water heating system also. In the less expensive tenements this is worked by the kitchen stove, but in those at the higher rentals a basement furnace supplies the hot water for domestic uses as well as heat for the rooms. The furnaces are usually maintained by the individual tenants, a slow combustion system being the most common, but in a few cases in working-class tenements, and in many cases in middle-class tenements, the heat is supplied by the landlord, who charges an inclusive rent. In the case of a tenement of four or five rooms, the fact of heat being supplied would make a difference in rent of about 70 cents a week. As has just been indicated these cases are not common among working-class tenements and they have not been considered in the statistics of predominant rentals shown below.

No important modification need be made in the above description of typical working-class houses in Brockton when attention is confined to the non-English-speaking population. The most important and numerous section of this population are the Swedes, who maintain a standard of housing accommodation quite equal to that of the English-

speaking people. With regard to the Russians and Poles, and other nationalities that in other American cities generally exhibit a standard of life which is in contrast very low, it is a matter of importance that in Brockton there is no old or densely crowded district which it might be supposed, by analogy with other cities, would become their distinctive quarter. That there should be a tendency to cohere in groups even in Brockton is to be expected, yet these colonies are not in the centre of the city but well towards the outskirts, where at the present time there is no strong temptation to economize ground space at the risk of health. Their dwellings are for the most part the old two-family houses and the three or six-tenement blocks. The special conveniences or improvements indicated above are not generally present, and, inside, the houses may exhibit a poverty of furniture in strong contrast with the comfort of the American skilled artisan's home, but otherwise the housing conditions of the poorer foreign immigrants are not exceptional to those of the city as a whole.

The rents most usually paid in Brockton for accommodation of a working-class character are as follows:

TABLE 32. — *Predominant Rents of Working-class Dwellings.*

NUMBER OF ROOMS PER DWELLING.	Predominant Weekly Rents
Four rooms,	\$2.55-3.45
Five rooms,	3.00-4.25
Six rooms,	3.70-4.65

These rents include the charge for water.

The level of rents at New York being represented by 100, the rents index number for Brockton is 83.

Many people of the working class own their homes. Recent figures showing what proportion they bear to the total are not available, but the United States Census of 1900 showed that 33.9 per cent of all homes in the city were owned, either free or encumbered, by their occupiers. It must be borne in mind that tenements are the prevailing type of housing accommodation for working-class families, and that since two or three families to a house is the usual rule it is not possible for more than a certain proportion, less than half, of the families so accommodated to be themselves the owners of their homes.

The actual proportion shown by the Census is therefore remarkably high. Of all the homes which were owned, about two-thirds were encumbered with mortgage or other charges.

D. RETAIL PRICES.

(1) *Introductory.*—The shopping facilities in Brockton appear to be exceptionally good on account of the presence in the city of several very large shops and “markets” doing trade on a strictly cash basis. It is claimed, indeed, that the shops in Brockton serve not only strictly local needs but also attract custom from towns at a considerable distance. The scene inside the two or three largest of these cash “markets” is almost always a busy one. Each consists of a large shop in which are numerous counters at which all imaginable food-stuffs in season, including vegetables, fruit, meat, and provisions, groceries, bread and cakes, are sold. Overhead is a network of wires conveying the bills and money from each separate counter to the cashier, while in a gallery at one end or side is a small office from which the proprietor or manager can watch the proceedings over the whole shop. These shops cater for all classes of trade, both as regards the various social grades and the different nationalities. Separate shops maintained by foreigners for the benefit of their fellow-countrymen are not an important feature in Brockton, though a few exist at which the more distinctively national articles of food can be obtained.

(2) *Groceries and Other Commodities.*—As elsewhere in the United States the weight of the loaves of *bread* sold for the same price varies considerably with different shops, while even at the same shop it is not certain that all the loaves of the same price and quality weigh the same. Loaves were sold at five and 10 cents, and a number of tests of relative weights showed that the five-cent loaf represented the better bargain, yet in spite of this the 10-cent loaf was reported at several of the shops to be more popular. It was said to be a “better” loaf than the cheaper kind.

“Grey” or rye bread is popular among the Swedes. As a rule its price is the same as that of ordinary wheaten bread. The Swedes, like most Americans, drink coffee in preference to tea, and also show a marked taste for beet as distinct from cane sugar, the most favored kind being imported from France and selling at nine cents a pound.

There is some variation in the price of *milk*, this sometimes being a line in which “cutting” is practised. The most usual price is nine

cents a quart, though many shops sell at eight cents and in a few cases it can be purchased at the shop itself, that is to say undelivered, for seven cents a quart. Practically all the milk used in the city is obtained from the neighborhood.

As is usual in a number of Massachusetts cities the milk supply is the subject of a good many regulations by the city authorities. Numerous samples are taken from the cans of dealers in the course of the year and subjected to an examination with a view to ascertaining the number of bacteria per cubic centimetre, and pressure is brought to bear upon the dairy-keepers and merchants both by means of prosecutions and publicity. The 1910 report of the bacteriologist concerned with milk inspection shows that the average bacterial count of samples of milk taken from the dealers purveying milk in wagons is much less than that of samples taken from shops. In the first case the average per cubic centimetre was 429,000 and in the second case 636,000. Of 332 samples taken from wagons 90.4 per cent showed a count of less than 500,000, while the corresponding proportion of 196 samples taken from shops was 80.1 per cent. The percentage of samples of and above 5,000,000 was 2.4 in the case of wagons and 2.6 in the case of shops.

An unusual practice prevails in Brockton with regard to the sale of *coal*. The coal is always nominally the same price. During April, however, a discount of 50 cents a short ton of 2,000 pounds is allowed, in May the discount is reduced to 40 cents, in June to 30 cents and so on, the discount being reduced by 10 cents each month until it comes back to the winter price on October 1. The most popular kinds of coal which are sold among the working classes are probably the "White Ash," the "Lehigh Egg" and the "Shamokin Stove." The first is the cheapest and was sold in May, 1911, at a net price of \$7.25 a short ton of 2,000 pounds. The Lehigh Egg is a very hard coal and is popular among those who have basement furnaces; in May it cost \$7.50 net a short ton. The Shamokin coal cost \$8.00 net a short ton. Practically no coal is hawked about the streets. It is common for the grocery and provision stores to sell half bushel bags of coal, containing from 35 to 40 pounds for 20 cents, but at a few stores they may be obtained for 13 cents. This method of buying cannot be said, however, to be the most usual among the working classes. As a rule, the accommodation for coal provided in the tenements is ample, and it is

probable that in normal times the majority of the working classes are in a position to buy a large quantity at once.

Coke is sold in small bags weighing about 20 pounds. The most usual price for this quantity is 12 cents, but at a few places it can be obtained for 11 cents.

The following table shows the predominant prices paid by the working classes in May, 1911,¹ for certain articles of food, other than meat, for coal and for kerosene:

TABLE 33. — *Predominant Prices Paid by the Working Classes in May, 1911.*

COMMODITIES.	Units	Predominant Prices
Tea,	pound	\$0.25-.60
Coffee,	pound	.17-.38
Sugar, white, granulated,	pound	.055
Sugar, brown,	pound	.06
Eggs,	dozen	.20
Cheese, American,	pound	.15-.16
Butter,	pound	.22-.23
Butterine,	pound	.22
Oleomargarine,	pound	.19
Milk, fresh,	quart	.06-.08
Milk, condensed,	can	.075-.10
Milk, evaporated,	8 ounces	.05-.10
Potatoes, Irish,	peck	.21-.25
Flour, wheat,	24½ pounds	.75-.95
Flour, prepared,	3 pounds	.23
Oatmeal,	pound	.04
Cereals, prepared,	package	.10-.15
Macaroni,	pound	.10
Bread, white,	{ 30 ounces	.10
	12 ounces	.05
Vegetables, canned,	can	.0625-.10
Soups, canned,	can	.083½-.10
Beans, baked, canned,	40 ounces	.10-.15
Beans, dry,	-	.085
Dried fruits:		
Prunes,	pound	.09
Apricots,	pound	.14
Peaches,	pound	.12
Apples,	pound	.15
Coal, anthracite, nut,	{ ton	7.25
	½ bushel bag	.18-.20
Kerosene,	gallon	.08-.10
Coke,	18-pound bag	.11-.12

(3) *Meat.* — The beef sold in Brockton is almost entirely Western-dressed. Mutton or lamb and pork are obtained both from local sources and from the West, but the proportion of local to Western-dressed sheep consumed is not large. It is said that little mutton properly so called is consumed in the city. Beef, pork, and lamb, in this order, are probably the most popular forms of flesh food in the city as a whole. Veal is obtained almost entirely from local sources. Western-dressed veal is held in low esteem, and when sold is cheap.

¹ See footnote on page 255.

Western calves fetch only eight cents a pound at a time when local or "native" calves fetch 12 to 14 cents.

The principal meat trade of the city is centred in the large shops or "markets," which have already been described. There are apparently no shops in the city where meat alone is sold, though at some stores the trade in groceries, provisions, etc., is subordinated to the sale of meat.

A few particulars in regard to the local method of cutting meat may be added. Rounds of beef are almost always cut into steaks, never sold as joints. When cut as steaks, three different cuts are usually recognized — top, bottom, and vein. The top cut is usually eight to 10 cents a pound more than the bottom cut. The vein cut is only slightly dearer than the bottom cut. Plate and brisket of beef are usually only sold "corned" or salted. The brisket is usually boned and rolled and known as "fancy" brisket.

In regard to lamb or mutton, the most usual method of cutting is to sell the forequarter in one piece and not to cut the breast, neck, and shoulder separately. Similarly in the case of veal, the breast and neck are usually sold as a forequarter. The distinction between rib chops and loin chops of veal is not general. Veal cutlets are often known locally as veal "steaks."

Dry salt pork is sold but little in Brockton. Hams and shoulders are usually smoked.

The following table shows the prices most generally paid by the working classes for certain cuts of beef, mutton or lamb, veal, and pork in May, 1911:¹

TABLE 34. — *Predominant Prices Paid by the Working Classes in May, 1911.*

DESCRIPTION OF CUTS.	Predominant Prices — a Pound	DESCRIPTION OF CUTS.	Predominant Prices — a Pound
Beef.		Beef — Con.	
<i>Roast:</i>		<i>Steak — Con.</i>	
Face of rump,	\$0.20	Flank,	\$0.09-.10
Top of round, . . . . .	.18-.24	Bottom of round, . . . . .	.12-.13
Prime ribs, . . . . .	.14-.18	Vein, . . . . .	.10-.13
Second cut ribs, . . . . .	.10-.14		
Chuck or short ribs, . . . . .	.10-.12	<i>Soup or Boil:</i>	
Bottom of round, . . . . .	.10-.12	Without shin, . . . . .	.08-.10
		With shin, . . . . .	.03-.06
<i>Steak:</i>		Brisket, . . . . .	.09-.10
Rump, . . . . .	.20-.28	Edge bone, . . . . .	.10-.12
Top of round, . . . . .	.16-.26	Bottom of round, . . . . .	.10-.12
Sirloin, . . . . .	.20-.25	Neck, . . . . .	.05-.08
Hamburger, . . . . .	.06-.10	Ox tails, . . . . .	.10

¹ See footnote on page 257.

TABLE 34. — *Predominant Prices Paid by the Working Classes in May, 1911*
— Concluded.

DESCRIPTION OF CUTS.	Predominant Price — a Pound	DESCRIPTION OF CUTS.	Predominant Prices — a Pound
Beef — Con.		Pork — Con.	
<i>Salt or Corned:</i>		<i>Fresh — Con.</i>	
Flank,	\$0.05-.07	Pigs' feet,	\$0.03-.09
Navel, . . . . .	.07-.09	Liver, . . . . .	.15
Brisket, . . . . .	.11-.14	<i>Salt:</i>	
Thick end, . . . . .	.12-.14	Wet or dry, . . . . .	.07-.10
<i>Other:</i>		Spare ribs, . . . . .	.09
Livor, . . . . .	.06-.10	<i>Smoked:</i>	
Heart, . . . . .	.08	Ham, . . . . .	.12-.13
Tripe, . . . . .	.07	Bacon, . . . . .	.13-.13
Mutton and Lamb.		Fowl.	
<i>Fresh:</i>		Chicken, . . . . .	.18-.22
Leg, . . . . .	.15-.18	Fowl, . . . . .	.15-.20
Breast, . . . . .	.12	Cooked Meats.	
Loin, . . . . .	.14	Tongue, . . . . .	.32
Chops, . . . . .	.15-.30	Ham, boiled, . . . . .	.30
Shoulder, . . . . .	.10-.11	Ham, pressed, . . . . .	.18
Neck, . . . . .	.07-.08	Ham, minced, . . . . .	.14
Flank, . . . . .	.08	Corned beef, . . . . .	.20
Veal.		Hogshead cheese, . . . . .	.16
<i>Fresh:</i>		Fish.	
Leg, . . . . .	.14	<i>Fresh:</i>	
Chops, rib, . . . . .	.25	Halibut, . . . . .	.12-.15
Chops, loin, . . . . .	.28	Cod, . . . . .	.07-.10
Breast, . . . . .	.10-.12	Haddock, . . . . .	.07-.10
Neck, . . . . .	.08	Eels, . . . . .	.10
Steak, . . . . .	.30-.35	<i>Salt:</i>	
Loin, . . . . .	.14	Mackerel, . . . . .	.03-.05
Calves' heart, . . . . .	.10	Cod, . . . . .	.05-.10
Pork.		Herring, . . . . .	.03
<i>Fresh:</i>		<i>Smoked:</i>	
Chops, . . . . .	.12-.15	Herring, . . . . .	.03
Blades, . . . . .	.16	Haddock, . . . . .	.07-.10
Loin, . . . . .	.13	<i>Canned:</i>	
Ribs, . . . . .	.13	Salmon, . . . . .	.12-.14
Shoulder, . . . . .	.10		
Frankfurters, . . . . .	.10		
Bologna, . . . . .	.14		
Kidneys, . . . . .	.06		

Prices at New York being taken as the base, = 100, in each case, the index number for the price of meat at Brockton in February, 1909,¹ was 110, for other food it was 105, and for food prices as a whole 106. For rents and food prices combined the index number was 100.

¹ See footnote on page 257.

3. FALL RIVER.

A. INTRODUCTORY.

Fall River, the largest cotton manufacturing centre in the United States, is situated on high ground rising sharply from a somewhat narrow bay or inlet which opens to the sea between Long Island Sound and Cape Cod. The city is in Massachusetts, but stands very close to the boundary between that State and Rhode Island. . . .

The extreme length of the city of Fall River is about 11 miles and the greatest width about seven miles, but long before these limits are reached the houses thin out in districts of a rural character. No important extension of boundaries appears to have taken place since 1862. The following table shows the population in the Federal Census years 1870-1910:

TABLE 35. — *Population of Fall River, 1870-1910.*

YEARS.	Population	Increase	Percentage Increase
1870,	26,766	—	—
1880,	48,961	22,195	82.9
1890,	74,398	25,437	52.0
1900,	104,863	30,465	40.9
1910,	119,295	14,432	13.8

It will be seen that in the earlier part of the period covered by the above table the growth of population was rapid. Since 1900, however, there has been a somewhat striking check in the rate of increase. This was due in part to severe strikes, and in part to industrial depression, resulting probably from the expansion of the cotton industry in the Southern States, where much of the plainer and coarser kinds of work previously done in the old-established New England mills is now carried on.

The Federal Census of 1900 showed that at that date Fall River had a higher percentage of foreign-born inhabitants than any other large city in the United States, but from the State Census taken in 1905 it appeared that Fall River then ranked after Lawrence in respect of the proportion of foreign-born inhabitants, who in the former city constituted 43.9 per cent of the total population, as compared with 46.1 per cent at Lawrence.

Of the foreign-born inhabitants, 36.2 per cent were born in Canada (93.9 per cent of these being French Canadians), 26.7 per cent in Great Britain, 13.2 per cent in Ireland, 10.9 per cent in the Western Islands of Portugal, 4.2 per cent in Portugal itself, and 2.9 per cent in Russia. If the immigrants from the United Kingdom and the English-speaking Canadians be regarded as one group they constitute more than 42 per cent of the foreign-born population of the city and over 18 per cent of the entire population. Inasmuch as similarity of language and, to a large extent, of traditions makes the points of difference between this national group and the native-born slight, the significance of these figures is obvious. Among the English immigrants — who are mostly from Lancashire — there are not wanting signs of a cohesive tendency, and a warm regard for much that has been left behind in the “old country” tinges many a conversation; but, on the whole, the English assimilate to the American type very closely and rapidly, and their inclusion among the figures of “foreign-born” residents has not the same significance as, say, the inclusion of Portuguese, Russians, or even French Canadians.

The French Canadians form the most distinctive national group in the city, having preserved, unaffected by American conditions, their religion, language, and, to a large extent, their customs. Their economic position in Fall River does not differ materially from that which they occupy in other New England cities, and it is not necessary here to repeat the more general description of their characteristics which will be found in the report on Lowell, a city which in many respects shows a strong likeness to Fall River.

The immigration into Fall River has taken place in a series of waves. The Irish came first, in the years following the agricultural crisis of the early 'forties, and though they still continue to come, the movement has spent its force. The next important influx was that of the French Canadians, who like the Irish came to fill the unskilled positions in the cotton mills. This movement has nearly ceased, and the French Canadians, speaking generally, have now risen in the industrial scale, and occupy a position between that of the experienced English immigrants from a Lancashire factory and that of the more recently arrived Portuguese.

The Portuguese represent one of the most recent large additions to the foreign-born population. The majority come from the Azores and other neighboring islands. So far, the process of assimilation has

not gone far. They maintain their own churches, and have so congregated together that certain quarters of the city have become identified with them. Though the majority of the Portuguese probably enter the mills to stay, yet many have a keen ambition to become possessed of farms and a considerable number of these drift off, not so much to the larger holdings in the Middle and Far West, as to the small and somewhat poor farms of New England itself. Other peoples represented are the Russians and Poles. These share with the Portuguese the roughest kinds of work in the mills. They do not show the same cohesive power as some of the other foreign nationalities. They are congregated, however, to a large extent, along the strip of land in the immediate neighborhood of the river, and their dwellings present probably the lowest standard of housing accommodation in the city. It may be noted here that though Fall River has been affected to so great an extent by immigration, there are, on the whole, but few signs of those congested conditions of housing which in some cities are associated with the presence of a large alien population. In the neighborhood just mentioned as being occupied largely by the Russians and Poles, there are many obtrusive signs of squalor and congestion, but, regarding the city as a whole, it may be stated that the practice of building the tenement houses as separate detached blocks secures for the inhabitants, in most instances, a sufficiency of light and air, though among some of the immigrant classes it is probable that, even in dwellings which are themselves satisfactory from a hygienic point of view, a certain amount of overcrowding exists.

Municipal organization in Fall River is generally similar to that of other cities in Massachusetts, the sanitary condition of the city being under the special care of the Board of Health, which consists for the most part of local medical men serving voluntarily. This department of the city's activities has recently been reorganized. At the present time the actual administrative work is done by an agent or chief inspector and by a number of other inspectors, who are assigned special duties, *e.g.*, inspector of plumbing, inspector of milk and oleomargarine, inspector of animals, and veterinary supervisor of food supplies. There are, in addition, two sanitary inspectors engaged on general duties connected with contagious diseases, the removal of sanitary nuisances and the periodic visiting of all houses in the city. Since May, 1907, particular care has been taken with a view to

securing the purity of the milk supply. The regulations provide that every person wishing to sell milk in the city must first procure a license from the Board of Health. As a condition of his obtaining this he must produce a veterinary certificate as to the condition of the cows belonging to himself or to the person from whom he proposes to obtain his supplies. No fresh cattle can be added to a herd supplying the city without first undergoing a tuberculin test. An inspector is assigned specially to the duty of visiting all sources of supply in and around the city with a view to satisfying himself as to the soundness of the animals and the cleanliness of the sheds and utensils.

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The electric lighting and gas supplies and the street railway services are controlled by private enterprise, the street railways forming part of a very extensive system covering a large portion of eastern and southern Massachusetts. The water supply is municipal. . . . Mention should also be made of a well-equipped textile school, which provides day and evening instruction in both designing and practical processes connected with the staple industry of the city.

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B. OCCUPATIONS, WAGES, AND HOURS OF LABOR.

The industrial position of Fall River is sufficiently indicated by the State statistics of manufactures published by the State Bureau of Statistics. The report for 1908 shows that out of the total value of all products returned at \$51,783,888, no less than \$40,674,324, or 79 per cent, represented the value of cotton goods. The city is therefore dependent almost entirely upon the cotton industry, and the fact that it has no second important industry to fall back upon is recognized locally as being responsible for the severity with which the strikes of the past few years have affected the general commercial, trading, and professional classes, besides those directly concerned in cotton manufacture.

The following table, based upon the Federal Census for 1900, shows the distribution of the population of Fall River among the chief groups of occupations :

TABLE 36. — *Number of Persons of 10 Years of Age and Over engaged in Gainful Occupations in Fall River in 1900.*

GROUPS OF OCCUPATIONS.	Males	Females	Both Sexes
Building,	2,146	4	2,150
Metals and machinery,	1,102	3	1,105
Cotton goods,	12,762	11,375	24,137
Other and not specified textiles,	1,007	1,850	2,857
Boot and shoe manufacturing,	215	11	226
Hat and cap manufacturing,	239	286	525
Other clothing,	120	850	970
Woodworking and furnishing,	128	10	138
Paper and printing,	179	25	204
Food, liquors, and tobacco,	432	13	445
Other manufacturing and mechanical pursuits,	1,815	129	1,944
Trade and transportation,	6,303	816	7,119
Laborers (not otherwise specified),	2,621	10	2,631
Professional, domestic and personal service and agricultural pursuits,	2,379	2,346	4,725
All Occupations,	31,448	17,728	49,176

It will be seen that practically one-half of the total population engaged in occupations is employed in the cotton industry. The only other branches of manufacture of special importance are hat and cap manufacturing, carried on by one large firm, and metalworking, and machinery. The last-named industry is represented by a number of shops engaged almost entirely in repair work, and also by a firm of considerable size making looms and other textile machinery.

The following table, based on the Massachusetts State enumeration of industrial wage-earners for 1908, published in the report on the Statistics of Manufactures by the Bureau of Statistics, is less wide in scope, but it is of interest not only as relating to a later date but also as showing the great fluctuation in employment which took place in 1908:

TABLE 37. — *Number of Wage-earners employed in 1908 in the Manufacturing Industries of Fall River.*

INDUSTRIES.	WAGE-EARNERS EMPLOYED				
	AVERAGE NUMBER			Smallest Number	Greatest Number
	Males	Females	Both Sexes		
Cotton goods,	12,739	11,486	24,225	17,589	28,551
Cotton small wares,	75	77	152	119	199
Foundry and machine shop products,	520	27	547	450	656
Other industries,	3,625	1,209	4,834	3,454	5,711
All Industries,	16,959	12,799	29,758	21,612	35,117

It will be seen that in the leading industry of the city a great fluctuation in employment took place in the year. In 1907 the average number employed in this industry was 28,944.

Fall River is the largest cotton manufacturing city in the United States, the number of spindles being estimated in 1910 at nearly 3,700,000, or about one-seventh of the total for the whole country, and the number of looms at over 87,000. As is usual in the cotton manufacturing centres of the United States, both spinning and weaving are done under the same roof. Finishing and bleaching are also carried on to a large extent. Several of the mills are operated partly by water power, and to the possibilities presented by the stream which flows partly through and partly under the city is due no doubt the early localization of the cotton industry in this district.

The mills appear to be fitted with machinery of the most modern design. The Northrop and other self-acting looms are largely used, especially for the plainer varieties of cloth in which an even tension is possible during weaving. A machine for performing the tedious process of drawing-in has been introduced recently. The appearance of most of the mills is plain and business-like, but not unattractive. They appear to be generally well lighted and airy. No regulation of artificial humidity is imposed by the factory inspection authorities.¹

In the weaving department the number of looms per worker is greater than in England, 12 being the most usual number. The looms are lighter and are run at less speed than those of Lancashire. In the mule-spinning room one man usually looks after two pairs of mules, with a total of about 3,000 spindles. It should be mentioned that in recent years mule spinning has shown a marked tendency to leave Fall River and increase at New Bedford. This change coincides with and implies a change from relatively coarser to finer counts in the latter city, and the converse process in the former.

The principal trade unions in the textile industry are the Mule Spinners Union, which comprises practically all the workers, about 350 men; the Card Room Workers Union, which includes about one-third of the total number employed in this department; the Slasher Tenders Union, with a membership of about 80 per cent of the total; and the Weavers Union, numbering about 3,000 out of 10,000 em-

¹ In 1910 an act was passed (chapter 543) providing for the regulation of the humidity and temperature of the atmosphere in textile factories, to be enforced by the State Inspectors of Health under the supervision of the State Board of Health.

ployed in the city. Generally, the unions pay accident, strike, and stoppage benefits. Out-of-work or sick benefits are not common, and there is no trade union provision for old age.

The following general changes in rates of wages in the cotton industry have taken place since July, 1906:—In November, 1906, there was an increase of 10 per cent; in May, 1907, an increase of 10 per cent; and in May, 1908, a reduction of 17.94 per cent, so that wages now bear a relation to those of July, 1906, of 99.22: 100. These changes affected all classes of labor. Up to May, 1910, wages were regulated by agreement,¹ according to which the rates were revised every six months and fixed according to the margin existing between the average price of middling upland cotton and the selling price of a certain quality of print cloth.² . . .

In October, 1910,³ the predominant wages and hours of labor for adult males in various occupations were as shown in the following table:

TABLE 38. — *Predominant Weekly Wages and Hours of Labor of Adult Males in the Principal Occupations in October, 1910.*

OCCUPATIONS.	Predominant Weekly Wages	Predominant Weekly Hours of Labor
Building Trades.		
Bricklayers,	\$26.40	48
Stonemasons,	26.40	48
Granite cutters,	19.50	48
Carpenters,	20.16	48
Plasterers,	26.40	48
Plumbers,	19.50	48
Painters,	16.50	44
Hod carriers, bricklayers, and plasterers' laborers,	10.50-12.00	48
General laborers,	10.50	54
Foundries and Machine Shops.		
Iron molders,	14.00-16.00	58
Machinists,	12.00-16.00	58
Pattern makers,	18.00	58
Laborers,	8.00-9.00	58
Cotton Industry.		
Picker hands,	6.25-7.50	56
Card grinders,	9.50-12.50	56
Card strippers,	7.50-8.50	56
Drawing frame tenders,	6.00-7.50	56

¹ An account of the origin and operation of the sliding scale system of regulating wages may be found in the Massachusetts Labor Bulletins No. 41, May, 1906, pp. 192-196; No. 51, July-August, 1907, pp. 27-33; No. 52, September, 1907, pp. 98-103; and No. 60, June-July, 1908, pp. 263-266, 288, in the 39th Annual Report on the Statistics of Labor (1908), pp. 259-267; in the 3d Annual Report on Changes in Rates of Wages and Hours of Labor, pages 44 to 47.

² The abandonment of the Fall River sliding scale of wages was formally announced in May, 1910, after several attempts had been made to amend the agreement.

³ See footnote on page 238.

TABLE 38. — *Predominant Weekly Wages and Hours of Labor of Adult Males in the Principal Occupations in October, 1910* — Concluded.

OCCUPATIONS.	Predominant Weekly Wages	Predominant Weekly Hours of Labor
Cotton Industry — Con.		
Mule spinners,	\$12.00-14.50	56
Slasher tenders,	12.00	56
Loomfixers,	11.75-12.00	56
Weavers,	7.00-9.00	56
Bleachers and dyers,	8.00-9.00	56
Printing Trades.		
Newspaper:		
Hand compositors (day work),	16.00-20.00	48
Machine compositors (day work),	20.00	48
Pressmen (day work),	20.00	48
Book and job:		
Hand compositors,	16.00	48
Pressmen (small presses),	13.00-17.00	48
Public Service.		
Street construction, paving, and cleaning (municipal):		
Pavers, cobble,	13.50	48
Pavers, block,	24.00	48
Pavers' laborers, road menders, scavengers, and road sweepers,	13.50	48
Drivers, one-horse,	13.50	48
Drivers, two-horse,	15.00	48
Water works (municipal):		
Laborers,	13.50	48
Gas works ¹ (company):		
Gas makers,	12.00-13.00	72
Firemen,	12.00-13.50	72
Laborers,	9.00-10.50	60
Electric light and power works (company):		
Engineers,	21.00	56
Switchboard men,	17.50-26.00	63
Wiremen and linemen,	16.50	54
Laborers:		
Fire room,	11.00	56
Others,	10.00-10.80	54
Electric railways (company):		
Motormen and conductors: ²		
1st year,	15.75	70
2d year,	16.45	70
3d, 4th, and 5th years,	17.15	70
6th and 7th years,	17.85	70
After 7 years,	18.55	70

Taking wages at New York as the base, = 100, in each case, the wages index numbers for Fall River in February, 1909,³ were — building trades, skilled men 83; hod carriers and bricklayers laborers 64; foundries and machine shops, skilled men 80, unskilled laborers 85; printing, hand compositors (job work) 76.

With regard to the wages of women in the cotton mills it may be mentioned that the predominant wages of female slubbing and roving frame tenders range from \$8 to \$9 a week, a range which also represents the most usual earnings of women weavers. In the spinning rooms the frame spinners, paid according to the number of "sides"

¹ Water gas works.

² \$16.10 was the rate received by the majority of the men.

³ See footnote on page 240.

of which they have charge, usually earn from \$7 to \$8 a week. Apart from the cotton mills there is no other important field of employment for women. It is not known what proportion of the women at work are married.

Mention has already been made of the principal trade unions in the cotton industry. With regard to other occupations it may be noted that unions exist for most of the branches of the building trades and that the standard minimum rates of pay are generally paid. The most important branch which is not organized is that of the hod carriers and laborers. The printing trades are well organized, though, apart from the newspapers, the printing industry in Fall River is unimportant. The machinists are organized, but not very effectively.

In Fall River, as in Boston and Springfield, a Free Employment Office is maintained by the Massachusetts government. During the year ending November 30, 1910, the office received 4,088 applications for employment, of which number 2,572 came from males. The total number of persons called for by employers was 1,922 and the number of positions filled 1,421 (males 601, females 820). The majority of the positions filled by women were of a domestic character.

There is little in the nature of "welfare work" in the mills in Fall River, but at one important establishment a scheme of profit sharing is in operation.¹

C. HOUSING AND RENTS.

It has already been remarked that the boundaries of Fall River are wide and embrace a large area which is rural in character. So far as the urban portion of the municipality is concerned, however, the working-class population is found everywhere except in a small quarter in the neighborhood of the City Hall, which is occupied almost exclusively by shops, offices, etc., and in the district known as the "Highlands," which is pre-eminently the residential quarter for people of means. Those working-class people who live beyond easy walking distance from their work have at command extensive street car facilities. The fare for journeys within the city limits is 5 cents, but six tickets may be obtained for 25 cents, this reduction being one of the conditions of the grant of the company's concession by the city authorities.

¹ This mill is not located in Fall River but just across the Rhode Island boundary line. A large proportion of the operatives, however, live in Massachusetts.

Except in the "fire zone," a small area in the centre of the city, practically all the houses in Fall River are of wood, the foundations only being of brick or stone. The use of wood permits of a considerable variety in construction, and the possibility of effective ornamentation at little additional cost, so that the working-class streets present a strong contrast to those of an English industrial town with their long rows of dwellings, quite uniform in structure. A few large blocks of dwellings built originally by mill-owners for their employees are the only residential buildings which remind an observer of English conditions.

The working-class dwellings almost without exception are flats or tenements, which most usually contain either four, five, or six rooms, though three-roomed and seven-roomed tenements are not unknown. The size of the houses in which the tenements are situated varies considerably. Sometimes there are only two tenements in a building, and from two to six tenements in one building may be considered the most common number. There are in addition, however, many tenement blocks in which this number of separate dwellings is exceeded. The tenement buildings are usually detached or semi-detached, and are seldom built in rows. Many lie back from the street, and might perhaps be termed rear houses, though the term, on account of the generous amount of space which usually surrounds the buildings, would here have little significance. Gardens or separate house yards, such as are common in England, are rarely found. A rough grass plot usually surrounds the tenement building, and affords a drying green, but it is unfenced, and the boundary between two such plots is frequently hard to discern.

Though the size of the tenement building varies considerably, the arrangement of the separate dwellings is generally uniform. A common "hall-way" or staircase gives access to both or all the tenements, though in some cases the tenements on the ground floor have separate entrances from the street. Subject to certain minor differences nearly all the flats or tenements conform to one of two fairly well-marked local types. In the first type the building is usually three stories high, and all the rooms of each tenement are on one floor. In the second type the building consists of two main floors and an attic floor, and the three or four attics are shared as a rule by the tenants in the building for the purpose of sleeping rooms. These attics usually have

dormer windows, and when their interiors are plastered and papered their use as bedrooms is free from objection.

The first of the two types of tenement houses is more modern and on the whole represents a rather higher standard of housing than the other, but to this generalization there are some exceptions, and both types may be considered as representative of the dwellings of most sections of the working classes.

A marked feature of a typical working-class tenement is the large size of the kitchen and the arrangement by which this apartment is made the centre of the dwelling, with all the other rooms opening directly off it without passages or corridors. The kitchen, in fact, serves as an entrance hall and as a living room, and from the point of view of size and utility is the most important apartment in the house. Standing out towards the middle of this room is almost invariably a large and often elaborate stove, sometimes designed only for heating purposes and sometimes for both heating and cooking. In many cases these stoves belong to the tenants, and appear often to be the object of a good deal of family pride, the manifest expensiveness of the stove being sometimes in strong contrast to the rest of the household furnishings.

A kitchen in a dwelling of moderate rental often measures as much as 16 feet square. The size of the other rooms varies greatly. The height of the rooms appears in practically all cases to be sufficient, being seldom less than nine feet. In addition to the kitchen and the main apartments which lead off it, there is usually a small narrow closet or pantry containing sink and water supply and affording facilities for storing food. In the cheaper flats, however, this pantry is not found, the sink and water-tap being in the kitchen.

The other apartments which lead from the kitchen need no special description. As a rule they are of fair size and well lighted. The practice of building detached tenement houses makes it often possible, in fact, to light a room on two sides. A few houses still remain in which one or more rooms receive only a borrowed light, but such dwellings are no longer built.

The practice of reserving one room as a parlor or best room is usual, and except in the very poorest homes the furniture and ornaments appeared on the whole to be in very good taste and to suggest intelligent discrimination and appreciation of comfort.

Within the rental limits shown in the table below bathrooms are fairly common, though by no means universal. The bathroom almost always contains the sanitary convenience.

In the method of heating — an important consideration in view of the severity of the Winter — considerable differences exist. In the cheaper flats the parlor and bedrooms derive their warmth from the kitchen with its large stove. In this case the local adoption of the flat as the chief type of dwelling, and the arrangement by which the kitchen is made the centre of the tenement, are easily explained. This method is undoubtedly the most common so far as strictly working-class houses are concerned. In the dwellings of a better class the kitchen stove may be connected with a hot-water system, which, by means of radiators, heats the remaining rooms and also supplies the bath and fixed basins. A third common arrangement is to have furnaces in the basement, one to each flat, each under the care of the separate tenants and constructed on the slow combustion principle. The basement in such cases is usually a large apartment, partly underground, which affords a common washhouse, storehouse, and drying room for the various tenants in the house. This last method is found only in houses occupied by the most prosperous of the working classes.

A type of dwelling which marks a passing phase in the industrial development of the city may be mentioned. It consists of large blocks of tenement houses originally erected by mill-owners for their operatives, but now mostly let on the usual commercial basis, and not exclusively to mill employees. One group of these dwellings consists of four long blocks of brick-built tenement houses, each block being separated from the next by a broad open yard. The houses are two-storied, with attics above. The majority of the tenements consist of a kitchen, two bedrooms and two attics, while some have, in addition, a sitting room or parlor. The rental of such accommodation is considerably below the predominant range for working-class dwellings in the city as a whole.

It will have been seen that the rent of a dwelling is influenced by a number of considerations besides the number of rooms with the result that a wide range is shown for any one class of dwelling classified according to its nominal accommodation. Intermediately within the extreme limits, however, the predominant rentals are as follows:

TABLE 39. — *Predominant Rents of Working-class Dwellings.*

NUMBER OF ROOMS PER DWELLING.	Predominant Weekly Rents
Four rooms,	\$1.75-2.00
Five rooms,	2.00-2.75
Six rooms,	2.50-3.30

The level of rents at New York being represented by 100, the rents index number for Fall River is 55.

These rentals have shown very little change during the last few years. Water charges are included. Houses are generally let by the week.

The by-laws which now regulate the erection of houses in the city are detailed and in some respects stringent. They recognize two "fire districts" in the centre of the city. In the first, with certain exceptions, only brick, stone, etc., buildings may be erected. In the second this regulation is modified, and allows of dwelling or tenement houses built of wood, when occupying an area of less than 2,000 square feet. In the rest of the city no restriction is placed on the erection of frame houses, but very careful and minute provisions are laid down for the insulation of flues, steam pipes, etc., in such dwellings. The by-laws also provide that every building shall have a foundation the bearing of which must not be less than four feet below any adjoining surface exposed to frost. The by-laws contain no provisions with respect to the ventilation, lighting, or cubic space of rooms in dwelling houses.

No housing schemes have been attempted in Fall River by the municipality or by philanthropic effort. A number of building societies and companies do business in the city, the general principle upon which they proceed being the familiar one of a cash deposit and the repayment of the remainder of the loan in the form of quarterly or yearly instalments. Buildings and land are in almost all cases held freehold, though in some instances the house and the land belong to different owners. In the latter case the land carries a rent charge or feu sometimes subject to revision at certain intervals. According to the Census of 1900, 10.6 per cent of the homes in the city were owned subject to encumbrance and 7.4 per cent were owned free of encumbrance by the occupiers. It is not known what proportion would apply exclusively to the wage-earning classes.

D. RETAIL PRICES.

(1) *Introductory.* — There is little in the working-class dietary or the shopping facilities of Fall River that calls for special remark. The usual routine of a working-class family prescribes breakfast at an early hour, according to the time of starting work, dinner at 12 noon and supper at 6 P.M. It is seldom that more than these three meals are taken.

The city has a market where at certain times a busy trade is carried on. There are also a few branches of "multiple" firms selling groceries. A system of canvassing for grocery orders is common. An agent for some company calls for orders weekly and when a custom has been established arranges for payment by fixed instalments. Among the storekeepers credit is frequently given, especially at times of industrial depression. The retailer is forced by the stress of competition to trade on this system, and through his bad debts feels very quickly the effect of hard times in the industries of the city.

(2) *Groceries and Other Commodities.* — The taste in *tea* differs widely and is reflected in the range of price shown by the returns obtained. The most usual quality, however, appears to sell at about 30 to 40 cents a pound, though much tea is sold at prices outside these limits. The quality is generally an Oolong and large leaf variety. Ceylon tea, as commonly used in England, while obtainable, does not appear to be much sold [although the demand is increasing].

In Fall River working-class customers usually buy *sugar* at so many pounds for a quarter-dollar or for a dollar and frequently make no inquiry as to the weight which they receive for their money.

The weight of a loaf of *bread* is fixed by State statute at two pounds, but in Fall River the law does not appear to be rigidly enforced. In practice, bread is seldom placed on the scales at all and in very many cases the loaf weighs much less than two pounds. The loaves most usually sold cost 10 cents and weigh from 1½ to two pounds.

The *coal* commonly used by the working classes is anthracite, which is usually bought by the half-ton (1,000 pounds). Coal is not hawked through the streets; those who require only small quantities at a time buy bags of coal from the general store. Coal cellars are usual in the houses, but where the sacks are carried upstairs an extra charge is made: if carried to the first floor 15 cents extra is charged

for half a ton: if to the second floor 30 cents; if to the third floor 45 cents. Coke is usually bought at the [smaller] grocery and provision store in small bags containing about 20 pounds for which 10 cents is charged.

The following table shows the predominant prices of various articles in May, 1911:¹

TABLE 40. — *Predominant Prices Paid by the Working Classes in May, 1911.*

COMMODITIES.	Units	Predominant Prices
Tea,	pound	\$0.29-.50
Coffee,	pound	.19-.35
Sugar, white, granulated,	pound	.055
Eggs,	dozen	.21-.24
Cheese, American,	pound	.16
Butter,	pound	.24-.26
Milk, fresh,	quart	.07-.08
Milk, condensed,	can	.10
Milk, evaporated,	can	.10
Potatoes, Irish,	peck	.25
Flour, wheat,	24½ pounds	.69-.85
Flour, prepared,	pound	.18-.23
Oatmeal,	pound	.04
Cereals, prepared,	package	.10
Macaroni,	pound	.10
Bread, white,	12 ounces	.05
Vegetables, canned,	-	.08-.12
Soups, canned,	-	.09
Beans, baked, canned,	44 ounces	.10-.12
Beans, dry,	-	.10
Dried fruits:		
Prunes,	pound	.16
Apricots,	pound	.18
Peaches,	pound	.14
Apples,	pound	.16
Coal, anthracite (stove),	ton	6.50
Kerosene,	18-pound bag	.10
.	gallon	.12
Coke,	20-pound bag	.10

(3) *Meat.* — The meat consumed in Fall River is both local and Western-dressed, the latter coming in specially constructed railroad cars from Chicago and neighborhood. Both varieties are of good quality and there is little difference, if any, in price. Meat is sold as a rule in shops which also sell groceries and provisions; shops selling meat only are not common.

Beef is undoubtedly the meat most favored, except by the Canadians, who consume nearly as much pork as beef. The best joints are in great demand and fetch a good price, the price of the inferior parts being correspondingly low. Mutton is not much sold. Veal is eaten to a very small extent; some butchers do not sell it at all and others only sell it at intervals. The price of such veal as is sold shows very great variation; this is due partly to a practice which prevails

¹ See footnote on page 255.

in many parts of New England of putting veal on the market either when it is too young or when it is too old to be satisfactory. Variation in the price of particular joints is also due to differences in the character of the trade carried on at any given shop: the inferior cuts may be dearer and the better cuts cheaper at one shop than at another where a better class trade is carried on.

The slaughter houses of the city are under the control of a veterinary supervisor of food supplies. Slaughtering is done under his inspection and the meat fit for food is stamped by him in accordance with Massachusetts State law.

The following table shows the predominant prices paid by the working classes in May, 1911,¹ for various cuts of meat:

TABLE 41. — *Predominant Prices Paid by the Working Classes in May, 1911.*

DESCRIPTION OF CUTS.	Predominant Prices — a Pound	DESCRIPTION OF CUTS.	Predominant Prices — a Pound.
Beef.		Mutton and Lamb—Con.	
<i>Roast:</i>		<i>Fresh—Con.</i>	
Face of rump,	\$0.14-.18	Chops,	\$0.18-.20
Top of round, . . . . .	.18-.20	Shoulder, . . . . .	.08
Prime ribs, . . . . .	.16-.22	Neck, . . . . .	.07
Second cut ribs, . . . . .	.14-.16	Flank, . . . . .	.05
Chuck or short ribs, . . . . .	.14	Kidneys, . . . . .	.20
Bottom of round, . . . . .	.14		
<i>Steak:</i>		Veal.	
Rump, . . . . .	.24-.28	<i>Fresh:</i>	
Top of round, . . . . .	.18-.22	Leg, . . . . .	.18-.20
Sirloin, . . . . .	.18-.20	Chops, rib, . . . . .	.16
Hamburger, . . . . .	.10-.12	Chops, loin, . . . . .	.24-.25
Flank, . . . . .	.06	Breast, . . . . .	.12
Bottom of round, . . . . .	.12-.14	Neck, . . . . .	.08-.10
Vein, . . . . .	.14-.16	Steak, . . . . .	.25-.28
<i>Soup or Boil:</i>		Loin, . . . . .	.25
Without shin, . . . . .	.08-.10	Calves' heart, . . . . .	.025
With shin, . . . . .	.05-.06		
Brisket, . . . . .	.08	Pork.	
Edge bone, . . . . .	.08-.12	<i>Fresh:</i>	
Bottom of round, . . . . .	.12-.14	Chops, . . . . .	.12-.14
Neck, . . . . .	.06-.08	Blades, . . . . .	.14-.16
Ox tails, . . . . .	.10	Loin, . . . . .	.14
<i>Salt or corned:</i>		Ribs, . . . . .	.16
Flank, . . . . .	.06	Shoulder, . . . . .	.105
Navel, . . . . .	.06	Frankfurters, . . . . .	.10-.12
Brisket, . . . . .	.12-.14	Bologna, . . . . .	.12
Thick end, . . . . .	.10-.14	Pigs' feet, . . . . .	.08
<i>Other:</i>		Liver, . . . . .	.12
Liver, . . . . .	.08	<i>Salt:</i>	
Kidneys, . . . . .	.10	Wet or dry, . . . . .	.10-.12
Heart, . . . . .	.05	Spare ribs, . . . . .	.11-.12
Tripe, . . . . .	.05-.07	<i>Smoked:</i>	
Mutton and Lamb.		Ham, . . . . .	.17
<i>Fresh:</i>		Bacon, . . . . .	.18-.20
Leg, . . . . .	.14-.18	Fowl.	
Breast, . . . . .	.08	Chicken, . . . . .	.28
Loin, . . . . .	.14-.16	Fowl, . . . . .	.22

¹ See footnote on page 255.

² A dozen.

³ Each.

TABLE 41. — *Predominant Prices Paid by the Working Classes in May, 1911 —*
Concluded.

DESCRIPTION OF CUTS.	Predomi- nant Prices — a Pound	DESCRIPTION OF CUTS.	Predomi- nant Prices — a Pound
Cooked Meats.		Fish — Con.	
Tongue,	\$0.35	<i>Salt:</i>	
Ham, boiled, . . . . .	.32	Mackerel,	\$0.05
Ham, pressed, . . . . .	.15	Cod, . . . . .	.07-.10
Ham, minced, . . . . .	.15	Herring, . . . . .	.03
Corned beef, . . . . .	.20		
Fish.		<i>Smoked:</i>	
<i>Fresh:</i>		Herring, . . . . .	.025
Halibut, . . . . .	.18	Haddock, . . . . .	.10-.12
Cod, . . . . .	.08		
Haddock, . . . . .	.08	<i>Canned:</i>	
		Salmon, . . . . .	.12-.16

Prices at New York being taken as the base, = 100, in each case, the index number for the price of meat at Fall River in 1909 ¹ was 101, for other food it was 101 and for food prices as a whole 101. For rents and food prices combined the index number was 90.

¹ See footnote on page 257.

4. LAWRENCE.

A. INTRODUCTORY.

Lawrence, in the State of Massachusetts, is the chief centre in the United States for the manufacture of woollens and worsteds. It is situated on the Merrimac river about nine miles below Lowell, and at a distance by rail from Boston of about 26 miles. Lawrence is purely a manufacturing city, consisting of a group of very large and important textile mills with such dwellings, stores, and offices as are indispensable to its industrial life. Few of the higher officials of the manufacturing firms located in the city have their homes there; Lawrence lies in the shadow of Boston, and it is from this larger city that its business enterprises are chiefly directed. Boston also forms the mart for the output of Lawrence, all the selling offices or agencies of the Lawrence mills being situated there.

The city has been of rapid growth, and in view of large mill extensions now in progress it may be predicted that its growth will continue vigorously for some years to come. The population in various Federal Census years from 1870 onwards is shown in the following table:

TABLE 42. — *Population of Lawrence, 1870-1910.*

YEARS.	Population	Increase	Percentage Increase
1870,	28,921	—	—
1880,	39,151	10,230	35.4
1890,	44,654	5,503	14.1
1900,	62,559	17,905	40.1
1910,	85,892	23,333	37.3

A feature in connection with the population of Lawrence that must constantly be borne in mind is the large proportion formed by immigrants. The number of foreign-born inhabitants in 1905 was 46.1 per cent of the total population, as compared with 43.9 per cent at Fall River, and 41.7 per cent at Lowell. Of the foreign-born population, 26.2 per cent were born in Canada (20.5 per cent being French Canadians), 20.3 per cent in Ireland, 19.7 per cent in Great Britain, 8.7 per cent in Italy, and 7.4 per cent in Germany. The largest

single foreign national group, that of the French Canadians, forms 9.5 per cent of the total population. The French Canadian element, however, is not so important in Lawrence as in Lowell, where this nationality forms 12.3 per cent of the total population. Wherever the woolen or worsted and the cotton industries exist side by side the French Canadians always show a marked preference for the latter, and their unequal numbers in Lawrence and Lowell are a rough indication of the relative importance of these industries in the two cities. Again, in contrast with Lowell, the Italians and the Germans form large groups in Lawrence. Both of these nationalities occupy fairly well-defined quarters of the city. The presence of Germans in considerable numbers in New England cities is not a frequent spectacle, and the German settlement in Lawrence is not easily explained. The Italians have probably been attracted by the woolen industry, for it is an interesting fact that the tendency shown by the French Canadians is reversed by the Italians. At the same time accident and example no doubt play a large part in determining the settlement of immigrants from Continental Europe, and there is always a probability that a newly-arrived foreign-speaking laborer will go to some particular city in preference to another for no other reason than to be amongst his countrymen.

Poles and Russians (in the latter case largely Jews) together number more than 2,000. These nationalities are found in Lawrence in common with most other American industrial cities where there is a demand for cheap unskilled labor. The Poles and Russians as a rule show little national solidarity, though the Jews among them often become segregated in special areas.

An interesting feature in the city's varied population is the considerable group of Syrians, who numbered about 1,300 in the year 1905. Probably the Syrian colony in Lawrence is the largest in the United States, and it is certainly larger relatively to the total population than the Syrian settlement of any other American city. The Syrians in Lawrence are mostly from the neighborhood of Damascus and Beirut. They are all of the Christian faith; indeed, the Mohammedan from Syria has hardly yet begun to arrive in the United States. Most of them appear to have been used to pastoral or agricultural pursuits, and to have been led to emigrate by the well-known difficulties in which the Syrian is placed by the ascendancy in his own land of an alien race and faith. In Lawrence the Syrians exhibit

considerable national solidarity, their homes are congregated in one quarter of the city, they maintain several of their own shops and *cafés*, and are sufficiently enterprising to publish the "Al Wafa," a newspaper of eight pages, printed in Arabic and appearing twice a week. This journal has a considerable circulation outside Lawrence itself.¹

Large and interesting as is the immigrant section of the population in Lawrence, it would be easy to overestimate its influence on the general life of the city if sufficient regard were not paid to the fact that in Lawrence, as in many other American cities notable for their cosmopolitan character, a very considerable proportion of the foreign-born population consists of English Canadians and immigrants from the British Isles. The relative importance of this English-speaking section of the foreign-born population is not so great in Lawrence as in some other cities, but it nevertheless forms nearly half of the whole alien population. The Irish stand out with some distinctness from the native population; the poorest among them have undoubtedly a very low standard of life. . . . On the other hand, the English, the English Canadians, and the Scotch bring or assume a manner of living which it would be difficult to distinguish from that of the Americans themselves, and this fact has an important bearing on any study of working-class conditions.

Infantile mortality appears to be high. During the period from 1906 through 1909 the average rate of deaths under one year was 159 per 1,000 births. A notable feature of the vital statistics is the high percentage of deaths due to various forms of tuberculosis. Of the 1,524 deaths reported in 1910, 122, or 8.0 per cent, were due to this disease and of this number 85 were cases of pulmonary tuberculosis. It is said that much tuberculosis exists among the immigrants from Continental Europe who, leaving agricultural pursuits to work for long hours in the mills, become especially susceptible to the disease. No separate statistics for foreign-born people are, however, available. Other important causes of mortality are pneumonia and bronchopneumonia.

The annual State inquiry for 1908 showed that in respect of the total value of its manufactured products Lawrence had advanced to

¹ It was discontinued in 1910.

the second place in Massachusetts, being exceeded only by Boston. This industrial importance is due almost entirely to its manufactures of textiles, in which the worsted industry has by far the largest share. Worsted manufactures represented 69 per cent of the total output of the city in 1908. Worsted and cotton together constituted 81 per cent of the total product in 1908. The balance of the output of the city is made up of a variety of manufactures, most of which are unimportant, though mention may be made of paper and paper pulp, and of machine shop products. The paper industry is represented by a few small firms making paper from rags, etc., and one large firm making and using wood pulp. The machine shop products consist for the most part of machines for paper manufacture; textile machinery is made to a very small extent only. There is also a large foundry having a general casting trade.

The municipal activity of Lawrence is confined to the ordinary public services of police and sanitary administration, the upkeep of roads, etc., the provision of education and the maintenance of water works, a fire department, and a public library. Apart from the small park known as the Common, little provision for open spaces has been made. This want, however, is perhaps less urgent than it otherwise would be on account of the nature of the surrounding country, to which the elaborate electric car system of Massachusetts, in which Lawrence shares, affords easy access. This street car system is under the control of a private company.

The sanitary administration of the city is under the control of a Board of Health consisting of three members, one of whom is usually a medical man. The executive staff consists of an agent and an assistant agent, neither of whom is a professional man, and two inspectors, one of whom is concerned with plumbing.

The gas and electric lighting works in Lawrence are under the control of a private company. The charge for gas is \$1 per 1,000 cubic feet, less 10 cents for prompt payment. Prepayment or automatic slot meters are not numerous. The charge for electric current for lighting is 14 cents per kilowatt-hour with 10 per cent discount for payment within 15 days. The use of electric current by the working classes is very limited. As already mentioned, the water supply is municipal. The following are the charges for the smaller quantities:

When for each quarter (90 days) the quantity consumed shall	
average 50 cubic feet or less per day, for each 100 feet . . .	15 cents
For average daily use exceeding 50 cubic feet per day, each 100 feet	14 cents
Exceeding 100 cubic feet per day, each 100 feet . . .	13 cents
Exceeding 200 cubic feet per day, each 100 feet . . .	12 cents
Exceeding 400 cubic feet per day, each 100 feet . . .	11 cents
Exceeding 800 cubic feet per day, each 100 feet . . .	10 cents

Where a meter is used the minimum annual charge is \$7. The annual rent of a meter is 15 per cent of its cost. The water is obtained from the river and distributed after filtration.

B. OCCUPATIONS, WAGES, AND HOURS OF LABOR.

The purely industrial character of Lawrence is sufficiently indicated by the Federal Census figures of 1900, which show that less than 11 per cent of the persons of 10 years and upwards working for gain in the city were engaged in professional, domestic, and personal service. The 1900 Census figures relating to the occupational distribution of the population of Lawrence are shown in the following table:

TABLE 43. — *Number of Persons of 10 Years of Age and Over engaged in Gainful Occupations in Lawrence in 1900.*

GROUPS OF OCCUPATIONS.	Males	Females	Both Sexes
Building,	2,104	3	2,107
Metals and machinery,	1,268	—	1,268
Cotton goods,	1,968	2,682	4,650
Woolen goods, ¹	3,152	2,654	5,806
Bleaching and dyeing,	463	26	489
Other and not specified textiles, ¹	1,666	1,466	3,132
Boot and shoe manufacturing,	318	77	395
Clothing,	123	596	719
Woodworking and furnishing,	202	4	206
Paper and printing,	428	69	497
Food, liquors, and tobacco,	309	12	321
Other manufacturing and mechanical pursuits,	1,388	82	1,470
Trade and transportation,	3,649	765	4,414
Laborers (not otherwise specified),	1,463	11	1,474
Professional, domestic and personal service and agricultural pursuits,	1,610	1,696	3,306
All Occupations,	20,111	10,143	30,254

¹ Following the classification adopted by the American Bureau of the Census, persons returned as worsted mill workers are entered against the heading "Other and not specified textiles," but it would appear that a large proportion of the number assigned to "Woolen" are actually worsted mill workers.

An enumeration of the workpeople employed in the manufacturing industries of the city made by the State Bureau of Statistics in 1908

showed an average of 24,856, the minimum number employed being 20,746 and the maximum 28,847. The details are as follows:

TABLE 44. — *Number of Wage-earners employed in 1908 in the Manufacturing Industries of Lawrence.*

INDUSTRIES.	WAGE-EARNERS EMPLOYED				
	AVERAGE NUMBER			Smallest Number	Greatest Number
	Males	Females	Both Sexes		
Cotton goods,	2,211	2,211	4,422	3,869	4,903
Worsted goods,	8,214	7,411	15,625	12,939	18,067
Foundry and machine shop products, .	778	89	867	719	1,042
Other industries,	3,183	759	3,942	3,219	4,835
All Industries,	14,386	10,470	24,856	20,746	28,847

The return shows that 63 per cent of all persons employed directly in manufactures, exclusive of clerks, managers, etc., were engaged in connection with the worsted industry, while the cotton manufactures accounted for 18 per cent of all wage-earners thus employed.

The size of the individual textile establishments may be indicated by the fact that the number of worsted mills in the city is only 11 and that of cotton mills only five. Two of the largest firms, each with accommodation for about 6,000 workers, carry on the manufacture of both cotton and worsted goods. The mills are for the most part red brick structures built alongside the Merrimac river, which at this point has a considerable fall, to which the establishment of the textile industry on this site was no doubt due, practically all the water being diverted along a canal for the purpose of supplying power to the mills.

The output of worsted goods comprises most varieties of cloth for men's and women's wear. All branches of manufacture — scouring, spinning, weaving, and dyeing — are, as a rule, carried on under one roof. The output of cotton goods is varied, but is composed very largely of shirtings, gingham, calico, duck, and sheeting.

The textile trades are not strongly organized, differences of race and language being an obstacle to effective combination among the workers. Various unions exist for the textile workers generally or for specific branches of the trade, but they probably exercise little influence in determining rates of wages. The persons employed in

the mills are for the most part foreign-born and many are used to a standard of life which can be amply satisfied by the wages they are able to secure. Immigrants of this class lend but feeble support to those workers in whose case the margin between income and necessary or customary expenditure is so narrow as to furnish an impulse to militant organization. The presence in the city of a large body of immigrant labor has also led to the indiscriminate employment of men and women in various occupations which in other circumstances would probably be reserved to the latter. In one mill all the slubbers are men, in another they are men and women, and in a third women only. This practice, however, does not seem to be carried on to the same extent in the cotton mills in Lawrence as in those of Lowell. Certainly no instances of men being engaged in ring spinning were noted here.

As the foregoing table shows, and as the character of the staple industry would lead one to expect, Lawrence offers a large field of employment for female labor. It is interesting in this respect to compare Lawrence with other Massachusetts cities included in the present investigation. According to returns of the State Bureau of Statistics the average numbers of male and female workers engaged in 1908 in the manufacturing industries of the cities investigated were as follows:

TABLE 45. — *Average Number of Male and Female Wage-earners in the Manufacturing Industries in the Cities Investigated, 1908.*

CITIES.	Males	Females	Both Sexes
Boston,	34,033	18,070	52,103
Brockton,	11,305	4,551	15,856
Fall River,	16,959	12,799	29,758
Lawrence,	14,386	10,470	24,856
Lowell,	14,508	11,823	26,331

There are no statistics available to show what proportion of the women at work are married, but among the poorer immigrant classes both husband and wife commonly work in the mills. There is no agreement among the mill owners in Lawrence as to the rates of wages to be paid.

Workpeople in the building and printing trades are effectively organized, and as a rule the trade union minimum rates are operative.

Laborers in the building trades usually work longer hours than the skilled men, coming half an hour earlier in the morning in order to prepare for the day's work and staying later in the evening in order to clear up.

In the foundry and machine shop trades the iron molders are probably the only class of workers who are strongly organized. In addition to the machine shops of the city, there is a large firm a short distance beyond the city boundary which makes textile machinery. Most of its operatives live outside Lawrence, and many occupy houses provided at low rentals by the firm. This position gives the firm an advantage in respect to the rates of wages paid as compared with the rates paid by the firms in the city, and the statistics relating to its employees have therefore not been included in the tabulation given below.

The book and job printing industry is comparatively small, owing to the nearness of the city of Boston. The same circumstance also affects the newspaper printing trade, since the Boston daily and evening journals are on sale in Lawrence shortly after their appearance in Boston itself.

The information in the following table in regard to workers employed in street construction and cleaning relates to municipal employees. At the time of the investigation some important paving work was being done, but the contract was in the hands of a Boston firm employing Boston workmen.

The following table shows the predominant weekly wages and hours of labor in some of the principal male occupations in the textile industry, in the building, machinery, and printing trades, and in certain public utility services:

TABLE 46. — *Predominant Weekly Wages and Hours of Labor of Adult Males in the Principal Occupations in October, 1910.*¹

OCCUPATIONS.	Predominant Weekly Wages	Predominant Weekly Hours of Labor
Building Trades.		
Bricklayers,	\$26.40	44
Stonemasons,	26.40	44
Carpenters,	18.04	44
Plasterers,	26.40	44
Plumbers,	21.00	48
Painters,	16.80	48
Hod carriers and building laborers,	16.50	44
General laborers,	12.00	54

¹ See footnote on page 238.

TABLE 46. — *Predominant Weekly Wages and Hours of Labor of Adult Males in the Principal Occupations in October, 1910 — Concluded.*

OCCUPATIONS.	Predominant Weekly Wages	Predominant Weekly Hours of Labor
Foundries and Machine Shops.		
Iron molders,	\$18.00	54
Coremakers,	16.50	54
Machinists,	13.50-18.00	54-60
Blacksmiths,	14.50-18.00	54-60
Laborers,	9.00-12.00	54-60
Worsted Industry.		
Wool sorters,	11.00-14.20	56
Wool scourers,	7.90-11.00	56
Combers,	7.70-10.00	56
Card strippers,	7.84-9.00	56
Mule spinners,	7.90-13.04	56
Loomfixers,	11.33-16.00	56
Weavers,	8.96-13.04	56
Dyers, yarn, cloth, and slub,	7.40-12.00	56
Shearers,	7.90-10.50	56
Pressers,	7.70-9.86	56
Cotton Industry.		
Picking-room hands,	7.25-7.83	56
Card strippers,	6.67-7.25	56
Card grinders,	8.40-11.30	56
Slubbers,	8.58-10.47	56
Slasher tenders,	13.34-14.56	56
Slasher tenders' helpers,	8.68-9.02	56
Loomfixers,	12.60-14.50	56
Weavers,	8.36-12.60	56
Printing Trades.		
Newspaper:		
Compositors, hand and machine:		
Day work,	16.00	48
Night work,	18.00	48
Pressmen,	15.00	48
Book and job:		
Hand compositors,	15.00	48
Pressmen,	15.00	48
Public Service.		
Street construction, paving, and cleaning (municipal):		
Pavers (stone block),	30.00	48
Pavers' laborers,	15.00	48
Scavengers,	12.00	48
Road sweepers (machine, night force),	12.00	48
Teamsters,	12.00	48
Water works (municipal):		
Laborers,	12.00	48
Gas works (company):		
Gas stokers,	18.55	84
Laborers,	9.72	54
Electric light and power works (company):		
Electricians,	17.00-18.00	70
Engineers,	21.00	84
Gasmen,	15.00	54
Stokers,	16.80	84
Electric Railways:		
Motormen and conductors:		
1st year,	15.75	70
2d year,	16.45	70
3d, 4th, and 5th years,	17.15	70
6th and 7th years,	17.85	70
After 7 years,	18.55	70

Taking wages at New York as the base, = 100, in each case, the wages index numbers for Lawrence in February, 1909,¹ were building

¹ See footnote on page 240.

trades, skilled men 76, hod carriers and building laborers 82; foundries and machine shops, skilled men 78, unskilled laborers 104; printing, hand compositors (job work) 71.

The rates of wages for weavers given in the above table are based upon returns from mills in which the earnings of male and female weavers respectively could be discriminated. Weaving is an operation which is very largely shared by women, and it was not possible in all instances to obtain the respective earnings of the two sexes. At some mills it was stated that there was no difference between the earnings of men and women, but at one large establishment, where exact returns were kept, the relation between the average earnings of men and women weavers in the worsted industry was shown to be 100:85 and in the cotton industry 100:86. The predominant earnings of women and girls in some of the other principal occupations of textile industry were as follows:

TABLE 47. — *Predominant Weekly Earnings of Women and Girls in Some of the Principal Occupations of the Textile Industry.*

INDUSTRIES AND OCCUPATIONS.	Predominant Weekly Wages	INDUSTRIES AND OCCUPATIONS.	Predominant Weekly Wages
<i>Worsted Goods.</i>		<i>Cotton Goods.</i>	
Gill-box minders,	\$6.38- 7.90	Drawing frame tenders,	\$5.82- 7.66
Drawing frame tenders,	6.96- 7.30	Intermediate frame tenders,	8.00-10.68
Frame spinners,	7.26- 7.84	Jack or fly frame tenders,	7.50- 9.98
Warpers,	6.06- 9.85	Ring spinners,	6.96- 8.50
Burlers,	5.80- 8.86	Spoolers,	6.00- 8.00
Menders,	7.54-10.16	Drawing-in hands,	8.00- 9.16
Twisters (2 and 3 sides),	6.20- 8.00		

The following details in regard to the course of wages during recent years were furnished by one of the largest firms, and substantially they apply to the cotton and worsted industries of the city generally: In January, 1898, there was a reduction of 6.77 per cent; in March, 1899, an increase of 5.7 per cent; in December, 1899, an increase of 7.1 per cent; between December, 1899, and March, 1906, there was no change; in March, 1906, there was an increase of 6.68 per cent; on December 31, 1906, an increase of 5.31 per cent; on June 10, 1907, an increase of 4.73 per cent; and on April 13, 1908, a reduction of 8.99 per cent. It will be seen that wages were stationary during the six years 1900-5. The business activity which was to end disastrously in the "panic" of 1907 then began to take effect,

and several important advances in rates were made. The year 1908 was one of depression in almost every industry, and in the first half of that year a reduction of wages in the cotton industry took place which was almost equal in amount to the two previous advances. Wages in May, 1911, were practically at the same level as they were during the greater part of 1906.

Little or no "welfare work" is carried on by the large establishments in Lawrence. The relations between employer and employee begin and end in the factory, though a few "corporation tenements" accommodating an insignificant percentage of the mill workers are still maintained. Apart from the churches, the only important social agency at work among the employees is a City Mission whose functions are principally the relief of the poor or destitute. The bulk of its funds is contributed by the proprietors or officers of the textile mills and the institution has a close but not a formal connection with the large companies.

C. HOUSING AND RENTS.

Practically all the working-class families in Lawrence live in dwellings of the tenement type. As in other American cities containing a large immigrant population accustomed to a low standard of life the differences between the dwellings of the poorly-paid unskilled wage-earners and those of the well-paid native-born artisans are very great.

With a few exceptions the tenement blocks are of wood. They vary in size, but seldom contain more than eight separate dwellings. Each block is separated from its neighbor by a courtyard or passage, but in some districts, especially in the principal Italian quarter, there is much crowding, four-storied tenement blocks being separated by passages too narrow to allow two people to pass abreast and having no yard space at all. The rooms on the lower floors of such houses are very dark.

Generally speaking the cheaper tenements are the old ones and the more expensive are those most recently built. Both old and new tenement houses have as a rule been built expressly for occupation by several families. Each tenement has usually some degree of privacy; there is one tenement on each floor, and all the rooms — except where there are attics — are accessible from each other without the use of common stairways or landings, an arrangement which obviates corri-

dors and facilitates the warming of the whole tenement. In the case of the old types of houses, while there is usually a separate water supply for each tenant, the sanitary conveniences are shared in common by two or more tenants. In general equipment the older tenements are of the plainest description. Insufficiently lighted rooms are often met with, but rooms totally shut off from the outer air are not common.

Generalization as to the size of the rooms cannot be attempted, as too great variety exists. In the older tenements, however, rooms upwards of 14 feet square are seldom found. As a rule the height is ample, nine feet being usual.

In external appearance the tenements are quite plain, but a distinction may be drawn between two types of old tenement houses. The first is a large rectangular block without attics or garrets. The second is a house, as a rule gabled, containing two or three attics disposed among the tenants occupying the lower floors. Sometimes these attics are unfinished and can be used only as storerooms; in other cases they are available as bedrooms.

The better types of tenements represent an ascending scale of convenience. Most have bay windows and covered porches or verandas in front and as a rule small balconies on each floor — sometimes present even in the old tenements — at the back. With increasing rent bathrooms, separate closets, hardwood floors, pantries, and, quite commonly, speaking tubes are provided.

The arrangement of a modern three-tenement house is as follows: The ground-floor dwelling has a separate entrance from the street. At the side of this door is another opening on to a staircase, which is used by the tenants on the two upper stories. This front staircase gives access directly to the sitting room or parlor. Beyond the parlor is the kitchen, which forms the central room of the apartment, the three bedrooms, the bathroom, and the pantry all opening off it. At the far side of the kitchen a door gives access to the back stairs and to the small balcony to which reference has been made. This balcony is often fitted with a projecting clothes "reel"—a contrivance of wooden rods, opening like a rose, on which clothes can be hung to dry. On one side of the balcony also is usually the coal and wood shed, which as a rule is very capacious. A galvanized iron dust shoot leading to the bin in the yard facilitates the disposal of rubbish. The frontage of a house of this description is about 30 feet and the depth

from 35 to 40 feet. The bedrooms are from 10 to 12 feet square, the parlor about 14 feet square and the kitchen rather larger. The fittings of such a tenement vary greatly, much depending upon the location of the house and the character of the neighborhood. A tenement of this description may be regarded as very typical of the accommodation of the skilled artisan.

As a rule rents are paid weekly, and not monthly as in most American cities, and the rent includes all water charges. Rents vary widely, not merely on account of differences in accommodation, but also on account of differences in the character of the tenants. The rents of tenements occupied by Italians appear to be very high as compared with those of similar tenements occupied by other nationalities. One landlord attributed this to the carelessness of Italian families in the waste of water. In one Italian house, in fact, the following peremptory notice was displayed, "Less water must be used in this block or more rent will have to be charged at once." This cause alone, however, seems insufficient to explain the striking difference which exists between the rental of some of the houses in the principal Italian district just off the main street, and that of similar accommodation elsewhere. The reason of the high rents which prevail in the Italian district is probably that the social cohesion which always strongly marks the Italians has more than counteracted the financial advantage of abandoning this little colony for some other part of the city, from which circumstance the tenements in this district derive an artificial or special value. In spite of the strong disposition of Italian families to herd closely together, however, some of the more enterprising have gone beyond the city limits and purchased small farms, often continuing to work in the mills until the property has been freed of all encumbrances. In a district known as Pleasant Valley, lying between the city and Haverhill, are several of these small Italian holdings.

One of the most important and interesting national groups in Lawrence are the Syrians. These people, like the Italians, have a tendency to segregate, and are sufficiently numerous to maintain a few shops catering for their peculiar wants in the matter of food. The Syrian colony is near the centre of the city. Its housing accommodation calls for no special description, the houses being of the general types already described, with a preponderance of the older and plainer specimens.

It has already been stated that the number of French Canadians is

much less in Lawrence than in Lowell, this difference being largely due to the difference in the industrial character of the two cities. The tendency of the French Canadians to become segregated in a group or colony appears also to be much less strongly marked in Lawrence than in Lowell. They are more widely spread in the former city than in the latter, and although they are more numerous in some streets than in others, there is no really well-defined French Canadian quarter.

The Germans, who are numerous and support a church and a newspaper of their own, occupy a district that is fairly well-marked. Their tenements are for the most part of the better or more modern type, and are probably somewhat above the general standard for the city as a whole.

The rents most generally paid for accommodation of a working-class character are as follows:

TABLE 48. — *Predominant Rents of Working-class Dwellings.*

NUMBER OF ROOMS PER DWELLING.										Predominant Weekly Rents
Four rooms,	.	.	.	.	.	.	.	.	.	\$1.75-2.50
Five rooms,	.	.	.	.	.	.	.	.	.	2.50-3.00
Six rooms,	.	.	.	.	.	.	.	.	.	3.00-4.00

The level of rents at New York being represented by 100, the rents index number for Lawrence is 64.

The practice of housing the textile workers in tenements provided by the manufacturing companies belongs to a stage in the city's industrial development that is now past. In close proximity to the mills and the canal there are, however, several lines of red brick structures that once belonged to the mills and were designed for their workers. Now they are used almost entirely as boarding houses, and are in the hands of independent proprietors, who would, presumably, accommodate any one whether working in the mills or not. The most usual charges in these boarding houses are as follows: Board and lodging for a woman sharing a room with another, \$2.50 a week; board and lodging for a woman having a separate room, \$3 a week; board and lodging for a man having a separate room, \$3.50 a week. In several of the boarding houses single meals can be obtained. For breakfast or supper the usual charge is 10 cents to 15 cents, and for

dinner, 20 cents. Tickets for a week's board can be obtained at from \$2 to \$2.50.

Though the tendency is for the mills to dispose of their tenement property rather than add to it, mention must be made of a housing scheme recently undertaken by one large company. Blocks of tenements of two types have recently been erected for this company's employees. The first type consists of six brick-built blocks, each containing seven flats. The two end flats of each block contain five rooms with bathroom and pantry, and are let at \$2.75 a week. The other five flats contain four rooms, with bathroom and pantry, and are let at \$2.50 a week. The second type comprises 36 frame-built tenements, each containing five rooms, with bathroom and pantry. The property is laid out with 18 flats facing the street and 18 facing an open elliptical granolithic court. The flats facing the street are let at \$2.96 a week, and those facing the court at \$2.86 a week. This housing scheme is an interesting reversion to an old practice, though it can hardly be said to be an outcome of the old motives which once led employers to provide accommodation for their workers, and which seemed to have their origin in a sense of social solidarity between employers and employees. It has been called for rather by the pressure upon existing housing accommodation. During the last few years there has undoubtedly been a large increase in the industrial activity of the city, to which the depression of 1908 was only a temporary set-back. The mill extensions alone, owing to the large scale on which they have been planned, have been directly responsible for a considerable addition to the workpeople connected with the building and kindred trades, and at the time of the investigation there were many signs that ordinary commercial enterprise had not for the time being succeeded in maintaining a supply of tenements of a working-class type equal to the effective demand.

D. RETAIL PRICES.

(1) *Introductory.* — Most of the retail trade in Lawrence is done through the agency of small stores, there being only one large market doing trade on a purely cash basis. In the stores where credit is given no difference in price is made as a rule, whether goods are bought for cash or on account. The stores are scattered widely over the city, the main thoroughfare, Essex Street, being the shopping centre for clothing, furniture, etc., rather than for food.

The principal nationalities maintain stores catering to their peculiar wants. In addition to a number of privately-owned stores, the Germans have a Co-operative Society, which has about 350 shareholders and about 400 non-shareholding customers. Both classes receive dividends on their purchases. In the first half-year of 1909 the dividend paid to shareholders was 12 per cent, and to non-shareholding customers 6 per cent. In the Syrian quarter there are several small stores each selling, as a rule, not only food of all kinds, but a great variety of small "dry goods." The wants of the Italians are also usually supplied by traders of their own nationality.

(2) *Groceries and Other Commodities.* — The most popular bread is plain wheaten, of which three times as much is sold as of any other variety. Here, as in other Massachusetts cities, a loaf sold simply as such is required by law to weigh two pounds. In practice a sign is displayed in the shops which sell bread advertising the loaves as three-quarter loaves and one-quarter loaves. The minimum weight of the three-quarter loaf must then be 24 ounces, and of the one-quarter loaf 8 ounces. The most common method is to scale the larger loaf at 28 to 30 ounces, and the smaller loaf at 15 to 16 ounces, before baking; these weights would relate to February, 1909. The large loaf sold at 10 cents thus usually weighs about 26 ounces, and the small loaf sold at five cents about 14 ounces. There seem to be few, if any, exceptions to the fact that the five cent loaf represents a better bargain as regards weight than the 10 cent loaf; the price stated in the table which follows relates to the five-cent loaf, which is purchased much more generally than the 10-cent loaf. The practice of weighing the loaf when sold prevails nowhere. Mention may be made of the fact that at the largest shop in the city three loaves, each weighing 16 ounces before baking, are sold for 10 cents, but such a price is quite exceptional. Rye bread is popular among the Germans, and is usually somewhat cheaper than the wheaten bread, a full pound loaf being obtainable for five cents.

Sweet potatoes are used largely during their season — roughly, October till Christmas — the most usual price then being 25 cents for 10 pounds.

The *tea* most commonly sold at the stores doing a general trade is Japanese, Formosa, or Oolong, while *coffee* is usually the Mocha or Java variety.

The price of *milk* varies as between Winter and Summer, and also

to some extent between store and store. In May, 1911, the usual price was 8 cents to 9 cents a quart; in Summer the price is 7 cents to 8 cents. The milk supplied at the higher price is usually delivered in bottles. Practically the whole of the supply is obtained from farms in the neighborhood of the city. The improvement of the milk supply was, at the time of the investigation, a matter of considerable local discussion. . . .

As a rule ample accommodation for *coal* is provided in the tenements; probably not much coal is bought in quantities of less than a quarter of a ton. The prices ruling in May, 1911, for anthracite, the kind most generally used, were:—Ton (2,000 pounds), \$7.50; half-ton (1,000 pounds), \$3.75; quarter-ton (500 pounds), \$2.00. For bags of coal weighing from 80 to 100 pounds a charge of 50 cents is made, this price being a constant one. Many of the stores and markets sell coal and coke in paper bags. A bag of coal usually weighs 20 pounds, and a bag of coke 17½ pounds, and for either the price is 10 cents. Coke is much used, and is often bought in fairly large quantities. The price per chaldron (about 1,440 pounds) was \$4.50 in May, 1911.

The following table shows the predominant prices paid in Lawrence for various commodities in May, 1911:¹

TABLE 49. — *Predominant Prices Paid by the Working Classes in May, 1911.*

COMMODITIES.	Units	Predominant Prices
Tea,	pound	\$0.19-.40
Coffee,	pound	.22-.32
Sugar, white, granulated,	pound	.05¼
Sugar, brown,	pound	.05¼
Eggs,	dozen	.19-.22
Cheese, American,	pound	.14
Butter,	pound	.22
Milk, fresh,	quart	.08
Milk, condensed,	can	.10
Milk, evaporated,	can	.08
Potatoes, Irish,	peck	.24
Flour, wheat,	24½ pounds	.75
Flour, prepared,	pound	.18
Oatmeal,	pound	.035-.04
Cereals, prepared,	package	.09-.14
Macaroni,	pound	.08
Bread, white,	12 ounces	.05
Vegetables, canned,	can	.07-.12
Soups, canned,	can	.08¼-.10
Beans, baked, canned,	can	.08-.12
Beans, dry,	2¾ pounds	.075
Dried fruits:		
Prunes,	pound	.13
Apricots,	pound	.13
Peaches,	pound	.13
Coal, anthracite,	ton	7.25
Kerosene,	20-pound bag	.10
Coke,	gallon	.10
	18-pound bag	.10

¹ See footnote on page 255.

(3) *Meat.* — The meat consumed in Lawrence is almost entirely Western-dressed, and calls for no special remark. Very wide variation exists as regards the price of veal. This appears to be due to the sale by some butchers of calves which are either too young to furnish good eating or too old to deserve the name of veal.

A few peculiarities of cut may be referred to. Rounds of beef are seldom cut right through or sold as joints. They are nearly always cut into steaks, three cuts being recognized — the top cut or best, the vein cut or second quality, and the bottom cut or cheapest. Brisket is seldom sold fresh, but is nearly always corned. It is often the practice to corn the whole of the “rattle,” *i.e.*, the lower ends of the thick and thin ribs cut horizontally. Usually the brisket, when corned, is boned and rolled and known as “fancy brisket.”

As regards mutton and lamb, the shoulder, neck, and breast are usually cut in one piece and sold as forequarter. The practice of “lifting” the shoulder and selling it as a separate joint, as in England, does not prevail.

Dry salt pork is very little sold in Lawrence. Smoked and sweet pickled hams have a large sale. They are sold whole, but more often sliced, at 20 cents a pound, or in steaks.

The following table shows the predominant prices for various cuts of meat:

TABLE 50. — *Predominant Prices Paid by the Working Classes in May, 1911.*¹

DESCRIPTION OF CUTS.	Predominant Prices—per Pound	DESCRIPTION OF CUTS.	Predominant Prices—per Pound
Beef.		Beef—Con.	
<i>Roast:</i>		<i>Soup or Boil—Con.</i>	
Face of rump,	\$0.18-.22	Brisket,	\$0.09
Top of round, . . . . .	.18-.20	Edge bone, . . . . .	.12
Prime ribs, . . . . .	.13-.15	Bottom of round, . . . . .	.12-.14
Second cut ribs, . . . . .	.10-.12	Neck, . . . . .	.06-.07
Chuck or short ribs, . . . . .	.12-.13	Ox tails, . . . . .	.08
Bottom of round, . . . . .	.12-.14		
<i>Steak:</i>		<i>Salt or Corned:</i>	
Rump, . . . . .	.28-.32	Flank, . . . . .	.05
Top of round, . . . . .	.22-.25	Navel, . . . . .	.06-.07
Sirloin, . . . . .	.20-.22	Brisket, . . . . .	.12-.13
Hamburger, . . . . .	.08-.10	Thick end, . . . . .	.12-.125
Flank, . . . . .	.08		
Bottom of round, . . . . .	.12-.14	<i>Other:</i>	
Vein, . . . . .	.16	Liver, . . . . .	.07
<i>Soup or Boil:</i>		Kidneys, . . . . .	.08
Without shin, . . . . .	.10	Heart, . . . . .	.10
With shin, . . . . .	.05-.06	Tripe, . . . . .	.05

¹ See footnote on page 255.

TABLE 50. — *Predominant Prices Paid by the Working Classes in May, 1911 — Concluded.*

DESCRIPTION OF CUTS.	Predominant Prices — a Pound	DESCRIPTION OF CUTS.	Predominant Prices — a Pound
Mutton and Lamb.		Pork — Con.	
<i>Fresh:</i>		<i>Smoked:</i>	
Leg,	\$0.15-.20	Ham,	\$0.14-.16
Breast, . . . . .	.05	Bacon, . . . . .	.18
Loin, . . . . .	.14-.18		
Chops, . . . . .	.18-.20	Fowl.	
Shoulder, . . . . .	.10	Chicken, . . . . .	.23
Neck, . . . . .	.10	Fowl, . . . . .	.20
Flank, . . . . .	.07		
Kidneys, . . . . .	.20	Cooked Meats.	
Veal.		Ham, pressed, . . . . .	.15
<i>Fresh:</i>		Ham, minced, . . . . .	.14
Leg, . . . . .	.15-.16	Hogshead cheese, . . . . .	.10-.125
Chops, rib, . . . . .	.18		
Chops, loin, . . . . .	.22	Fish.	
Breast, . . . . .	.06	<i>Fresh:</i>	
Neck, . . . . .	.06	Halibut, . . . . .	.15
Steak, . . . . .	.22	Cod, . . . . .	.07
Loin, . . . . .	.14	Haddock, . . . . .	.07
Calves' heart, . . . . .	.05	Eels, . . . . .	.12
Pork.			
<i>Fresh:</i>		<i>Salt:</i>	
Chops, . . . . .	.12-.14	Mackerel, . . . . .	.12
Blades, . . . . .	.16	Cod, . . . . .	.12
Loin, . . . . .	.125	Herring, . . . . .	.03
Ribs, . . . . .	.125		
Shoulder, . . . . .	.08-.10	<i>Smoked:</i>	
Frankfurters, . . . . .	.10-.12	Herring, . . . . .	.025
Bologna, . . . . .	.12	Haddock, . . . . .	.11-.12
Kidneys, . . . . .	.06		
Pigs' feet, . . . . .	.08	<i>Canned:</i>	
<i>Salt:</i>		Salmon, . . . . .	.12
Wet or dry, . . . . .	.08-.09		
Spare ribs, . . . . .	.09		

Prices at New York being taken as the base, = 100, in each case, the index number for the price of meat at Lawrence in 1909² was 107, for other food it was 104, and for food prices as a whole 105. For rents and food prices combined the index number was 95.

¹ A dozen.² See footnote on page 257.

.5. LOWELL.

A. INTRODUCTORY.

Lowell, the fourth city of the State of Massachusetts in point of population, is situated about 25 miles north of Boston. The rise of the city and its importance as a manufacturing centre are due primarily to its location on the Merrimac river, which, as it flows past Lowell, is a broad stream, and has a fall of about 30 feet. It was the possibility of using the power afforded by this fall that attracted the first comers, and led to the establishment of the textile industry of the city at the beginning of the nineteenth century. The growth of the city has been steady, but not rapid. At the date of its incorporation, 1836, its population was about 20,000.

The importance of the city is directly derived from its manufactures, its commercial and financial activities being of small account. The control of the largest enterprises is exercised almost entirely from Boston, and it is from that city that the goods manufactured are sold and distributed. These facts react upon the appearance of Lowell, which is characterized by an absence of large office buildings, the small commercial and professional business which the city transacts being concentrated mainly in two streets, which also form the chief shopping thoroughfares.

Unless it be the imposing line of mills on the water front, seen to great advantage from the bridge, there is little in Lowell to impress the ordinary visitor. Some of the residential portions of the city are, however, very attractive, thanks chiefly to the abundance of trees, while the surrounding country, particularly along the Merrimac Valley, is of marked beauty. An electric car ride from Lowell to Lawrence along this valley reminds an Englishman of some of the best reaches of the Thames, though the Merrimac is wider, and a distinctive American note is struck here and there in small groups of summer "camps," consisting of wooden bungalows, for the most part roughly erected and gaudily painted, where a few of the more enterprising workers from both cities live during the summer months.

The population returned at each Federal Census since 1870 is shown in the following table:

TABLE 51. — *Population of Lowell, 1870-1910.*

YEARS.	Population	Increase	Percentage Increase
1870,	40,928	-	-
1880,	59,475	18,547	45.3
1890,	77,696	18,221	30.6
1900,	94,969	17,273	22.2
1910,	106,294	11,325	11.9

The percentage of foreign to total population in Lowell is very high, the State Census of 1905 showing that 41.7 per cent of the inhabitants were foreign-born, while 75.1 per cent were of foreign parentage. Of the foreign-born inhabitants 29.5 per cent were French Canadians, 27.8 per cent were born in Ireland, and 13.7 per cent in Great Britain. English Canadians constituted 10.9 per cent of the foreign-born population, and persons born in Greece 5.1 per cent. Scots, Portuguese, Swedes, and Russians were also found in considerable numbers, the Portuguese being sufficient to maintain a separate church. In contrast with Lawrence, a city but a few miles distant and very similar in its industrial character, Lowell contains but a small number of Germans, Italians, and Syrians. On the other hand, Greeks, who are numerous in Lowell, are represented by a quite insignificant group in Lawrence. These are merely instances of the cohesive power of different non-English-speaking nationalities. The Greeks, and indeed most of the groups from southern Europe and southwestern Asia, have appeared for the most part during the last 15 years. That Greeks should have settled in Lowell, and Syrians in Lawrence, was a matter probably of accident in the first instance, but the process when once started was cumulative, and now simply reflects the desire of the foreign-speaking immigrant to go to some centre where he will be among relatives or friends, or at least among those who are not estranged from him by difference of language and traditions.

Considerable though it is, the impress of the foreign-born inhabitants of Lowell upon the appearance and municipal life of the city is not so great as the figures would at first suggest. That two-fifths of the population were born abroad, and that three-quarters of the inhabitants had at least one foreign-born parent, might imply that the city is cosmopolitan to a striking degree in its general character. More

than half of the foreign-born population, however, consists of immigrants from the British Isles and the English-speaking parts of Canada. Generally speaking, these people do not bring habits or institutions differing greatly from those of the Americans themselves. . . .

The French Canadian is the most important nationality whose members are readily distinguishable from the Americans. The French have long been present in almost all parts of New England, though there are certain centres — particularly the textile manufacturing districts — where they cluster in larger proportional numbers than in others. . . . In Lowell a district known . . . as "Little Canada" is peopled almost entirely by them, and here they maintain their own churches and institutions. The district is pre-eminently residential. There are some shops kept by French Canadians, which have a patronage almost exclusively confined to that class, but the bulk of the French Canadian custom probably goes to the larger shops in the two main streets of the city. Like the other and less numerous nationalities, the French Canadians, in spite of their long association with Lowell, are still only settlers, whose language and manners claim no special attention outside their own quarter of the city, the business and official life of which remains essentially American.

Next to the French Canadians, the foreigners who present the strongest claim to attention are the Greeks. In other cities the Greeks are seldom sufficiently numerous to have their own settlement, and are occupied chiefly as hawkers or shoe-blacks. In Lowell, however, they form a distinct colony, and constitute an important class of unskilled workers in the mills. They have practically all arrived during the last 15 years from the hillsides and small villages of Sparta and Thessaly. Only about one-sixth of the total number of Greeks in Lowell are females. The majority of the Greeks consist of young men who are, however, showing a tendency, as they establish themselves and become sufficiently prosperous, to marry into their own nationality, often visiting their old homes for that purpose. Relatively few of the Greeks who had accumulated money would, however, be likely to stay in Lowell. As the Italian or the Portuguese is ambitious to possess a farm, so the Greek looks to owning some small business, and the Greek who had saved sufficient to justify the venture would probably be drawn away by the larger opportunities of Boston. The capacity for saving on the part of the unmarried Greek in Lowell is consider-

able, low as his wages are when judged by American standards. He will form one of a party of four or five who will share a small tenement in common and do their own cooking and housework, or he will obtain board and lodging with a Greek family for \$3.50 or \$4 a week. Such accommodation is very rough, but it satisfies his needs. Outside his home he has few expenses. His chief recreation is found in the *café*, but the beverage drunk there, as a rule, is only coffee, and though a good deal of card-playing goes on, the winnings and losings are usually trifling. That the possession of considerable means is compatible with an outward mode of life which in many respects suggests poverty was made manifest by the emigration which took place from the city during the period of industrial depression in 1908. Then many Greeks returned to their own homes to tide over the period of slackness, though in few cases had there been hitherto any visible evidence of the resources which alone made this possible.

The economic importance of Lowell is derived from its manufactures of cotton goods, hosiery and knit goods, woolens, machinery, and boots and shoes. Of these, the first-named are by far the most considerable. According to a report of the Massachusetts State Bureau of Statistics the value of cotton goods manufactured in 1908 was \$21,549,720, or 43 per cent of the value of all the products manufactured in the city. From having originally been engaged chiefly in making the plainer varieties of goods, manufactured mainly for export to the Far East, the mills have acknowledged the competition of the Southern States in these coarser counts by concentrating more upon the finer goods intended for home use. At the same time, more than one company has endeavored to retain its hold upon both branches of the trade by establishing mills in the Southern States. At present there is great variety in the output, both of the city as a whole and of the individual mills, and no one class of goods can be safely mentioned as being predominant.

The hosiery and knit goods industry is represented by several firms, one of which, manufacturing its own yarn, is said to be the largest of its kind in the world. In this, as in the cotton industry, there is considerable variety of output, though the bulk appears to consist mainly of hosiery and underwear of the cheaper grades.

Woolen and worsted goods together represented a value in 1908 of \$4,799,466. The size of the individual mills, however, is not large, and the importance of Lowell as a centre for woolen and worsted man-

ufacture is altogether overshadowed by that of the neighboring city, Lawrence.

The machine shops in Lowell are important, the value of the output of foundry and machine shop products in 1908, a year of marked depression in this industry, being \$3,087,181. The output consists, for the greater part, of openers, pickers, and other forms of textile machinery.

Boots and shoes, of which the output in 1908 had a value of \$2,310,066, and patent medicines, including sarsaparilla, with a value of over \$1,172,418, are the only other manufactures that require specific mention. The output of boots and shoes is confined almost entirely to the cheaper grades of goods.

The electric car service at Lowell is part of a system which is one of the most extensive in the country. Communication is easy, not only between the different parts of the city, but also between Lowell and many distant places. Frequent services are maintained to Boston, Lawrence, Haverhill, and Nashua, N. H., without change of car, while by changing at certain points it is possible to reach Providence, R. I., Worcester, and even more distant cities. The cars are an undoubted boon to the working classes in affording access to many unspoiled stretches of country; and in Summer special cars are often chartered for picnics to various points. This electric car system, like the gas and electric lighting services, is under the control of a private company. Municipal functions, apart from police, sanitation, etc., are confined to the maintenance of the water works and a public library. The source of the water supply is a large number of driven wells.

The gas supplied to the city is a mixture of water gas and coal gas. The price charged is \$1.05 per 1,000 cubic feet, a discount of 20 cents being allowed for payment within five days. There are about 5,000 prepayment or slot meters in use, the charge for gas consumed being 85 cents net per 1,000 cubic feet. Gas is in very common use throughout the city both for lighting and cooking. It is estimated that about 17,000 cooking ranges are in use, most of which have been sold by the gas company on the instalment plan.

The charge for electric lighting is 12 cents per kilowatt-hour, with a 10 per cent discount for prompt payment. Electric lighting is not found in many homes of a working-class type.

The sanitary administration in Lowell is under the supervision of a

Board of Health, the executive staff consisting of an agent, a bacteriologist, a physician, and five inspectors, including an inspector for meat and provisions.

The city maintains three parks, with areas of 34, 22, and 11 acres respectively, and also about a dozen open spaces or squares having a combined area of about 10 acres.¹

Both during the day and evening ample facilities are offered for technical instruction in the staple industry of the city at the Lowell Textile School, which is maintained by funds raised by State and city appropriations, tuition and other fees, and contributions from a friend of the school, and is one of the finest institutions of its kind.

B. OCCUPATIONS, WAGES, AND HOURS OF LABOR.

The following table, based on the Federal Census results of 1900, shows the distribution of the population of Lowell according to occupation:

TABLE 52. — *Number of Persons of 10 Years of Age and Over engaged in Gainful Occupations in Lowell in 1900.*

GROUPS OF OCCUPATIONS.	Males	Females	Both Sexes
Building,	2,345	8	2,353
Metals and machinery,	3,430	18	3,448
Cotton goods,	3,837	4,931	8,768
Woolen goods,	745	978	1,723
Hosiery goods,	615	2,151	2,766
Bleaching and dyeing,	385	30	415
Carpet manufacturing,	305	384	689
Other and not specified textiles,	3,032	2,271	5,303
Leather,	404	16	420
Boot and shoe manufacturing,	532	174	706
Clothing,	150	1,082	1,232
Woodworking and furnishing,	532	16	548
Paper and printing,	406	133	539
Food, liquors, and tobacco,	453	10	463
Other manufacturing and mechanical pursuits,	1,931	278	2,209
Trade and transportation,	6,010	1,438	7,448
Laborers (not otherwise specified),	2,547	68	2,615
Professional, domestic and personal service, and agricultural pursuits,	2,808	3,295	6,103
All Occupations,	30,467	17,281	47,748

The table shows clearly that purely industrial character of the city to which attention has already been directed. The relative importance in 1908 of the principal manufactures as fields for employment is shown by the following table, compiled from a report published by the Massachusetts Bureau of Statistics:

¹ In October, 1910, Mr. Freeman B. Shedd presented to the city of Lowell a tract of land containing 56 acres to be "used as a park and recreation or playground for the citizens and children."

TABLE 53. — *Number of Wage-earners employed in 1908 in the Manufacturing Industries of Lowell.*

INDUSTRIES.	WAGE-EARNERS EMPLOYED.				
	AVERAGE NUMBER			Smallest Number	Greatest Number
	Males	Females	Both Sexes		
Cotton goods,	5,572	5,383	10,955	8,801	12,313
Woolen goods,	612	340	952	700	1,191
Worsted goods,	529	801	1,330	1,051	1,658
Foundry and machine shop products,	1,921	14	1,935	1,474	2,729
Boots and shoes,	715	349	1,064	702	1,478
Other industries,	5,159	4,936	10,095	8,268	11,655
All Industries,	14,508	11,823	26,331	20,996	31,024

It will be seen that of the average number of 26,331 wage-earners employed in all the manufacturing industries embraced in the return, the cotton industry employed 10,955 or 42 per cent. These 10,955 persons were distributed among as few as seven establishments. The capacity of the mills, however, is much greater than the number of persons employed would indicate, the year 1908 having been one of acute depression. The cotton mills are large red brick structures, five or six stories high, built with one exception alongside the Merrimac river, from which source much of their power is derived. They are all engaged in both spinning and weaving, and usually in dyeing and bleaching. While American-born people probably form the most numerous single class of employees, they are in a very distinct minority as compared with the aggregate of foreign-born workers. An analysis of the staffs at two of the largest mills gave the following result: First mill — Americans 445, foreign nationalities 2,510, including French Canadians 681, Irish 621, Greeks 568, English 294, Belgians 125, Poles 99, Scots 42, nine other nationalities 80. Second mill — Americans 567, foreign nationalities 1,700, including Poles 427, Irish 321, French Canadians 244, Greeks 242, English 152, Portuguese 114, Scots and Russians 69 each, eight other nationalities 62.

The language difficulty is obviously a handicap to an employer in the supervision of the various branches of a mill, and there is consequently a tendency to group a class of foreigners in order that those who understand a little English may instruct or advise the others. A national group, once represented in a mill, naturally tends to become

larger. In the same way certain processes become identified with different nationalities in different mills. In one of the two mills mentioned above, the Greeks are mostly employed in the spinning rooms, but this cannot be regarded as a characteristic of all the other mills in the city. In this particular case the introduction of the first few Greeks was due largely to some temporary consideration, but once they were there, it was found convenient, as the staff increased, to put others with them. It may be mentioned that though official notices and instructions in regard to a few of the chief factory rules are usually printed in four or five different languages, no serious attempt is made to deal with the non-English-speaking workers by means of their own language, except possibly in the case of the French Canadians. Even the workpeople's names often undergo a strange metamorphosis when transcribed in the firm's books. Many a Greek or Portuguese who is known among his countrymen by some polysyllabic title answers in the mill to "John Smith" or some other emphatically English name.

Owing to the presence of a large number of foreign-speaking men, previously used to agricultural pursuits in their native land and utterly untrained in factory work, it is the custom in Lowell for male labor to be employed in several occupations which in England are reserved more exclusively for women. To a very large extent the roving, jack frames, etc., are tended by men, while, as mentioned above, in at least one mill Greek men are employed in ring spinning. Generally speaking, however, the male labor from central, eastern, and southeastern Europe is mostly employed in the picking room and dye houses and in other more or less definitely unskilled capacities. The French Canadians, on the other hand, on account of their longer association with the industry, are employed on the skilled or semi-skilled tasks. In former days they were a somewhat uncertain factor, showing a marked tendency to go back to Canada and engage there in agricultural work. This migration still continues, but it is no longer considerable. The French Canadians are now a permanent element in the population, and are usually regarded as excellent workpeople.

The textile trades are organized to some extent both on the side of the mill-owners and of the workpeople, though the workers' associations represent only a minority of the employees. The Lowell Cotton Manufacturers Association represents the employers, while the workers' unions consist of English, Belgian, and Polish branches of the

Textile Workers Union, and also separate unions for loomfixers, for beamers, fixers, and slashers, for weavers, for mule spinners, and for bleachery workers. It may be noted that in Lowell mule spinning is carried on only to a relatively small extent. The tendency to replace mule spindles by ring frames is going rapidly forward, the principal motive being economy, and to some extent, no doubt, the desire to make full use of the plentiful supply of unskilled immigrant labor. No common schedule of wage rates is agreed upon by the various mills, but in practice competition ensures a general uniformity. From time to time during the last 10 years negotiations have taken place between the employers and work people's organizations, and certain general changes have been agreed to. During the last ten years the course of wages in the cotton mills is stated to have been as follows:

January, 1898,	. . . .	Reduction of 7 per cent.
April, 1899,	. . . .	Last reduction restored.
December, 1899,	. . . .	General advance of 10 per cent.
July, 1906,	. . . .	Irregular advance averaging 5 per cent.
December, 1906,	. . . .	General advance of 5 per cent.
June, 1907,	. . . .	General advance of 5 per cent.
March, 1908,	. . . .	Reduction of about 10 per cent.

As compared with the level of wages at the end of 1897 the rates on this reckoning have, therefore, advanced approximately 15 per cent.

The mills in Lowell combine to maintain a hospital, where the employees and their near or dependent relatives can obtain treatment free. Some of the mills provide lunch rooms and means for heating the workers' dinner pails. This is practically all that is done that can be brought under the heading of what in the United States is usually described as "welfare work." Fifty years ago, when the workpeople were nearly all American, the association of employers and men was much closer than at the present time. Then, many of the employees with families were accommodated in tenement houses built and owned by the mill owners, and the single women workers, many of whom had left homes in country districts, were required to live in the mill boarding houses. A Mechanics Association which once gathered together both employers and employees in its library and reading room, and at its lecture courses and industrial exhibitions, has long since disappeared.

Though represented by a large number of establishments, the

woolen and worsted industry in Lowell is small as compared with the cotton, and the individual mills are also small. As elsewhere in the New England States where the cotton and woolen industries exist side by side, the representation of the French Canadian population is much smaller in the latter than in the former. In Lowell the Irish appear to be by far the most important single national group in the woolen mills. A recent analysis of the staff at two mills of about equal size showed the number of Americans employed to be 28 and 12 respectively, and of persons of foreign nationality 169 and 185; in one mill there were 142 Irish, 16 Swedes, eight French Canadians, two Jews, and one Scot; and in the other 109 Irish, 22 English, 21 French Canadians, 17 Germans, 14 Italians, and two Scots.

The machine shops in Lowell are chiefly engaged in the production of cotton manufacturing machinery, though one firm also makes hydraulic presses. In the largest machine shop, out of 1,150 employees at work on a particular date, 977 were foreign-born. The most highly skilled work is done by English-speaking workers, including French Canadians who have acquired the language. Greeks and Poles are largely employed upon machine molding and other routine tasks that require little or no skill. Both union and non-union men are employed in the various shops. One of the firms formerly worked on a premium bonus system, a premium in addition to wages being paid upon all machines above a certain number made in a specified period. The system resulted, as it was intended to do, in a largely increased output by the same staff. The premium appears to have been fixed at a point which it was difficult to maintain, and when an attempt was made to readjust the rate, friction resulted, and the scheme was abandoned.

The boot and shoe industry in Lowell is small as compared with that in other Massachusetts cities, and is confined to a cheap grade of product. The chief nationalities represented in this industry are the American, Irish, and French Canadian.

The building trades are in the hands of comparatively small employers, each of whom confines himself as a rule to but one branch of work. Contracts are therefore usually divided between several firms. In the case of a large mill extension in progress at the time of the investigation the necessary labor was directly engaged by the mill owners. Practically all branches of the trade are unionized, and the union rates are generally operative.

The printing trade is not important, Lowell being too close to Boston to permit the growth of a large general printing industry. Most of the important contracts find their way to the larger city. One daily and two evening newspapers are published locally, but here, again, the influence of Boston is felt, the Boston newspapers being on sale in the city very soon after their publication.

The following table shows the predominant weekly wages and hours of labor of men engaged in some of the principal occupations in October, 1910:¹

TABLE 54. — *Predominant Weekly Wages and Hours of Labor of Adult Males in the Principal Occupations in October, 1910.*

OCCUPATIONS.	Predominant Weekly Wages	Predominant Weekly Hours of Labor
Building Trades.		
Bricklayers,	\$28.80	44
Stonemasons,	28.80	44
Carpenters,	19.20	48
Plasterers,	28.80	44
Plumbers,	19.00	48
Painters,	16.50	48
Granite cutters,	18.00	48
Building laborers,	13.20-14.52	44
Foundries and Machine Shops.		
Iron molders,	12.00-18.00	50
Machinists,	10.50-13.00	50
Blacksmiths,	11.50-14.50	50
Pattern makers,	10.00-16.50	50
Laborers,	6.50-9.00	50
Cotton Industry.		
Picking-room hands,	6.76- 8.10	56
Card grinders,	8.00-12.00	56
Strippers,	7.20- 8.00	56
Mule spinners,	12.00-16.00	56
Slasher tenders,	11.00-12.70	56
Slasher tenders' helpers,	7.00- 8.00	56
Loomfixers,	12.00-13.20	56
Weavers,	8.00-10.26	56
Woolen and Worsted Industry.		
Card strippers or grinders,	7.26- 8.26	56
Loomfixers,	15.00-16.00	56
Mule spinners,	11.00-13.00	56
Weavers,	12.00-14.50	56
Finishers,	7.50- 8.70	56
Cloth dyers,	7.50- 8.40	56
Hosiery and Knit Goods Industry.		
Boarders or framers,	9.00-13.00	56
Printing Trades.		
Newspaper:		
Compositors, hand and machine:		
Day work,	18.00	48
Night work,	21.00	48
Book and job:		
Hand compositors,	15.00	48
Pressmen, cylinder,	19.50	48
Pressmen, small presses,	15.00	48

¹ See footnote on page 238.

TABLE 54. — *Predominant Weekly Wages and Hours of Labor of Adult Males in the Principal Occupations in October, 1910 — Concluded.*

OCCUPATIONS.	Predominant Weekly Wages	Predominant Weekly Hours of Labor
Public Service.		
Steel construction, paving, and cleaning (municipal):		
Pavers,	\$24.00	48
Pavers' laborers,	12.00-13.50	48
Road menders,	12.00	48
Scavengers,	12.00	48
Road sweepers,	12.00	48
Teamsters,	12.00	48
Water works (municipal):		
Laborers,	12.00	48
Gas works (company):		
Firemen,	16.45	84
Laborers,	10.50	54
Electric light and power works (company):		
Electrician, switchboard operators,	15.12-16.24	56
Power station, repair men,	14.00-17.50	56
Laborers,	12.00	54
Linemen,	15.00-17.50	54
Boiler men,	15.00	56
Electric railways:		
Motormen and conductors:		
First year,	15.75	70
Second year,	16.45	70
Third, fourth, and fifth years,	17.15	70
Sixth and seventh years,	17.85	70
After seven years,	18.55	70

Taking wages at New York as the base, = 100, in each case, the wages index numbers for Lowell in February, 1909,¹ were: Building trades, skilled men 77, hod carriers and building laborers 87; foundries and machine shops, skilled men 68, unskilled laborers 77; printing hand compositors (job work) 79.

In the above table the hours of labor in machine shops have been stated as 55 and the weekly rates of wages have been computed on that basis, since in February, 1909, and for some time previously, these or even shorter hours had constituted the ordinary working week. In the largest machine shop of the city the hours worked since November, 1907, have varied as follows, according to the state of trade: Week ending November 23, 1907, 58; December 7, 1907, 52½; February 15, 1908, 45; April 25, 1908, 36; December 19, 1908, 50; February 13, 1909, 55; July 1, 1910, 50. Between July, 1910, and July, 1911, the hours were unchanged. Nominally, the full working week consists of 58 hours, but, having regard to the fluctuations indicated, it is impossible to consider the 58-hour week as being normal, and accordingly the usual hours actually worked in October, 1910, have been stated.

¹ See footnote on page 240.

In view of the importance of the cotton industry in Lowell, it may be of interest to supplement the rates of wages quoted above for adult males by some further rates relating more particularly to women and girls. The following rates of earnings are in all cases for a week of 58 hours: Drawing frame tenders \$6 to \$6.26; slubbers \$8 to \$10; ring spinners (warp and filling) \$6.76 to \$8.26; drawing-in hands \$6 to \$8.26; spoolers \$7 to \$8. Of the above groups the drawing frame tenders, the spoolers and the drawing-in hands are exclusively women and girls. Ring spinning and slubbing are shared to some extent by men. Weaving is another branch of the industry which is divided between the sexes, and the rates quoted in the summary table relate to both men and women. In the wages books of the cotton mills no distinction is drawn as a rule between men and women, where both are engaged in the same operation, and a separate rate cannot therefore be given for each sex. As regards weavers, however, the general opinion was that the normal earnings of men and women respectively did not differ to any material extent. In the case of the woolen mills it was possible in two cases to obtain separate rates; in one of these the earnings of the women were somewhat higher than those for men, and in the other the contrary was the case.

C. HOUSING AND RENTS.

Practically the whole of the working-class population of Lowell is accommodated in tenement houses built of wood. The predominance of wood as a form of building material is shown by the fact that at the beginning of 1908, out of a total of 18,146 buildings of all kinds in the city, only 1,100 or six per cent were built of brick, stone, or iron. In external appearance and in the smaller details of construction working-class houses exhibit a good deal of variety. The older houses are mostly plain, while in the case of the more recently erected buildings an attempt has usually been made to relieve the frontage by means of bay windows, small porches, and similar devices.

The long rows of uniform dwellings, characteristic of many English industrial cities, are entirely absent from Lowell if one excepts a number of plain-fronted three-storied houses built by some of the mill owners as tenement or boarding houses for their employees. The buildings of the latter class, however, are not now an important factor in the working-class housing accommodation of the city; for some time the mill owners have followed the policy of selling them or converting

them into storehouses, as opinion is unanimous that they were suited only to a passing phase of the city's industrial development. Originally, much of the mill help was drawn from the rural districts, and, especially in the case of females, it was thought desirable to require the employees to live in the firms' boarding houses and conform to certain disciplinary regulations. As a relic of a past custom a "curfew," which once required the employees to be indoors at 9 o'clock, still rings at that hour. In addition to these boarding houses, tenements were also provided to some extent for the married men. The coming of the foreigners, a change in the relations of employer to employee, and the desire of the latter to choose his own type of dwelling, and, if necessary, go far afield for it, have all contributed to the breakdown of the system. Most of the houses are now managed by individual owners as boarding or "rooming" houses, and accommodation can be obtained by any one desirous of it, whether an employee of the mill or not. The large machine shop is now the chief undertaking providing house accommodation for its employees, maintaining about 50 small detached wooden houses, each containing six rooms, and rented at \$2.20 a week. The large hosiery firm, though not now financially interested to any extent in the boarding houses, still stipulates with the boarding house proprietor for certain charges to its employees, such charges being below the usual rates current in the city.

A working-class street in Lowell usually presents a very irregular appearance, the houses varying in age, style, and height. In spite of this outward diversity, however, working-class homes mostly conform to one general type. No official figures exist showing the relative numbers of families occupying dwellings of different sizes, but it is evident from observation that so far as the working classes are concerned a tenement usually consists of either four or five rooms; the six-roomed tenement is also of some importance. A tenement block usually contains from two to six tenements. With the exception of some particular large blocks, notably in the French Canadian quarter, the older types of houses are usually only two stories high, but the tendency in the case of the modern tenements is to build three stories high. In the case of the two-storied tenement there is usually one entrance from the street to either two or four tenements according as the house is double or single-fronted. To the modern three-storied block there are usually two doors to every three tenements, one door

giving access to a tenement on the street floor and the other to the two tenements above. This latter type of house and to some extent the old three-storied blocks are provided with stairways and balconies at the back, giving a secondary access which for everyday purposes is the one commonly used. The arrangement of the rooms within the tenements is on the whole fairly uniform, all the rooms communicating direct with each other without passages or hallways. In the case of tenements with secondary access from the back, the front door on the stair or hallway usually opens direct into a parlor or sitting room, and the back door into the kitchen or common living room. Where there is only one entrance, as in the older two-storied tenements, it is usually direct to the kitchen. Many of the older houses have attics, these being shared among the tenements, so that in an old type of four-roomed tenement three rooms would be on one floor, and one room would be an attic. As a rule, the kitchen is a large apartment 15 or 16 feet square, and is provided, usually as a tenant's fixture, with the familiar closed American range standing prominently in the middle of the room. In all the better class tenements a small narrow pantry or "sink room" leads off the kitchen. This room is merely a lighted closet containing shelves, etc., for storing food, a sink, and the water supply. In poorer and older tenements the sink and water supply are commonly in the kitchen. Though the kitchen is almost uniformly of ample size, the only exception being in the case of the oldest and poorest houses, the size of the other rooms varies much. In a modern tenement of working-class character the ordinary size of a sitting room is 14 feet square, but in the case of the bedrooms it is impossible to give dimensions that could be regarded as typical.

The newer types of tenements have usually separate sanitary conveniences, mostly provided in a small bathroom, and the plumbing is good. In the older houses separate conveniences are also frequently found, but in many cases the convenience is on the landing, and is shared by two tenants, while in a few cases conveniences are provided in a yard and are used in common by the occupants of several tenements. In the older houses the conveniences often lead direct from the kitchen and have no outside ventilation, and in a number of cases they have been allowed to fall into disrepair. Storage space for coal and wood is usually ample, and the modern three-storied tenements are often provided on each floor with galvanized dust-shoots leading to a bin in the yard. Practically all the houses in the urban portion

of the city are connected with the sewers. Gas fittings are frequently provided, except in the old and poor houses.

Except in one or two small areas, there are no signs of serious congestion in the housing accommodation, and though the space surrounding the ordinary tenement block is not large, it is usually sufficient. The city, of course, is not free from a housing problem, which presents itself in the action and reaction of bad and careless tenants upon old and dilapidated buildings. There are also a few large tenement blocks, exceptional to, rather than typical of, the working-class accommodation as a whole, which were built many years ago, and are decidedly lacking in modern hygienic requirements. There is, for example, a large block in the French Canadian quarter consisting of four-roomed tenements. Only two of the rooms in each tenement face the street or court; the other two are in the middle of the house and have only borrowed lights. The individual tenements are without satisfactory "through" ventilation, the principle of construction being similar to that of the old "back-to-back" type of house in England. Moreover, as the city has grown irregularly, small courts and "rear" houses are not uncommon. Such dwellings are chiefly occupied by European immigrants, and to some extent by the poor Irish.

As a counterpart to these conditions, which are worse than the average, must be mentioned the few small one-family houses which are found here and there. The principal group consists of about 50 cottages not far from the centre of the city. They are two stories high, and contain seven rooms, consisting of a parlor, sitting room, dining room, kitchen, and three bedrooms. They have small forecourts and also yards at the rear. The usual rent is \$2.75 a week. The small houses previously mentioned as maintained by the machine shop also present an improvement in many respects upon the general standard of housing accommodation.

House property is a popular form of investment among working-class people in Lowell, and the Federal Census of 1900 showed that 22.9 per cent of the total number of houses were owned by their occupiers, either free or subject to mortgage or other charges. The larger proportion of these owning occupiers, however, would not be of the wage-earning class.

The most usual rentals paid for accommodation of working-class character are shown in the following table:

TABLE 55. — *Predominant Rents of Working-class Dwellings.*

NUMBER OF ROOMS PER DWELLING.										Predominant Weekly Rents
Four rooms, . . . . .	.	.	.	.	.	.	.	.	.	\$1.50-2.30
Five rooms, . . . . .	.	.	.	.	.	.	.	.	.	1.85-2.55
Six rooms, . . . . .	.	.	.	.	.	.	.	.	.	2.30-2.75

The level of rents at New York being represented by 100, the rents index number for Lowell is 52.

The French Canadian population, though confined almost entirely to one district, is housed in tenements which conform on the whole to the general type already described. The Greeks occupy a street and adjacent courts near the City Hall. The tenements in which they find accommodation are mostly old, and most of the Greek homes present a very impoverished appearance. This is probably due less to their having brought a low standard of housing accommodation with them than to the fact that there are relatively few Greek women. Many a Greek household in Lowell consists entirely of men working in the mills by day, and doing their own rudimentary housekeeping in their spare time. In such cases the furniture is of the poorest and most meagre description, and the landlord usually deems it prudent to require the rent to be paid weekly in advance. In the tenements so occupied by men alone cases of overcrowding no doubt occur. Misuse of sanitary conveniences, such as might be charged to any population used to rural conditions, is also said to be common. In most homes of this class which were visited there was a general absence of comfort, and a vigorous housewife would have effected much improvement, but evidence was not wanting to show that some regard was paid at least to the elementary decencies of life.

D. RETAIL PRICES.

(1) *Introductory.* — Most of the foreigners in Lowell appear to trade with the general retail traders. In the Greek quarter there are a few stores patronized almost exclusively by Greeks. In the French Canadian district, “Little Canada,” also, most of the stores are kept by French Canadians. Otherwise, the various nationalities represented appear to have no difficulty in satisfying most of their needs at the ordinary grocery stores and markets. Even the French Canadian

stores are an expression rather of national *esprit de corps* than of any essential difference between the American and the French Canadian dietary.

The peculiarities of the Greek dietary consist principally in the large use of rice, olive oil, and various spices or flavorings, such as bay leaves, a bundle of which is usually to be found hanging in a Greek house. As to the consumption of flesh, national habits find expression in the almost exclusive use of mutton. The loaves supplied by the Greek bakers appear to be of the same ingredients as the wheaten bread made by American bakers, and they are also of the same weight. They are fashioned, however, into flat round shapes, each loaf generally weighing two pounds before baking.

(2) *Groceries and Other Commodities.* — As in other American cities, wheaten *bread* is usually sold in Lowell in five-cent and ten-cent loaves, the smaller size being by far the more popular of the two. Much variation occurs in the weight of the loaves as between one shop and another, and it is difficult to state the predominant weight of the five-cent loaf within narrower limits than 12 to 16 ounces. In May, 1911, the largest bakeries usually made the five-cent loaf to weigh 16 ounces before baking; this yielded a loaf weighing about 14 ounces as sold. There were, of course, many variations on this practice. Various kinds of rolls (*e.g.*, "Parker House rolls" and "Tea rolls") and buns are sold at a standard price of 10 cents a dozen, the weight being about the same as that of bread costing this sum.

The prices of the most popular kinds of *tea* vary very widely. This is possibly only a reflection of the great differences in wage-earning capacity and general economic conditions among the working classes.

Sweet potatoes are popular when in season, *viz.*, in the late Autumn. The usual retail price is then about 25 cents for seven pounds.

Fresh baked beans at 15 cents a quart and brown bread are sold by bakers on Saturday evenings, this dish being a very popular one throughout New England both for Saturday's supper and Sunday's breakfast. Baked beans are also sold in cans, weighing from two to 2½ pounds, for 10 cents to 15 cents. Mention may also be made of the fact that many of the fruit stores sell "Saratoga chip" potatoes. As commonly used they may be regarded more as a sweetmeat than as a food. There is obviously little nutriment in the thin wafers. They are used to beguile the tedium of a railway or street car journey, and

probably in most cases merely present an alternative to chewing gum or peanuts.

The kind of *coal* usually consumed in working-class homes is an anthracite, costing \$8 a short ton of 2,000 pounds, in February, and \$7.50 in August, while half a ton cost \$4 and \$3.75 respectively, and a quarter of a ton \$2.25 and \$2 respectively at these dates. A quarter-ton was the most popular unit. Bags of coal weighing 100 pounds (constant all the year round) are sold for 50 cents, but it was said that this method of buying was favored only by the very poorest. Bags of coal weighing 20 pounds are sold by most grocery and provision stores for 10 cents.

Coke is sold at \$4.75 a chaldron of about 1,440 pounds, and \$2.38 a half chaldron, the latter measure being the more common.¹ Bags of coke varying slightly in weight, but usually about 17½ pounds are sold by grocery shops for 10 cents.

The following table shows the predominant prices in May, 1911,² for certain articles of food, for coal, and for kerosene:

TABLE 56. — *Predominant Prices Paid by the Working Classes in May, 1911.*

COMMODITIES.	Units	Predominant Prices
Tea,	pound	\$0.25
Coffee,	pound	.20-.25
Sugar, white, granulated,	pound	.05-.055
Sugar, brown,	pound	.05
Eggs,	dozen	.18-.22
Cheese, American,	pound	.15
Butter,	pound	.20-.22
Butterine,	pound	.14
Milk, fresh,	quart	.06
Milk, condensed,	can	.07
Milk, evaporated,	can	.05
Potatoes, Irish,	peck	.20
Flour, wheat,	24½ pounds	.55-.80
Flour, prepared,	pound	.09-.16
Oatmeal,	pound	.04
Oats, rolled,	pound	.025
Cereals, prepared,	-	.07-.12
Macaroni,	pound	.10
Bread, white,	12 ounces	.05
Vegetables, canned,	can	.08-.12
Soups, canned,	can	.06-.10
Beans, baked, canned,	40 ounces	.08
Sardines,	can	.04
Beans, dry,	-	.08-.10
Dried fruits:		
Prunes,	pound	.10
Apricots,	pound	.16
Peaches,	pound	.08
Apples,	pound	.10
Coal, anthracite,	{ ton 20-pound bag	7.50 .10
Kerosene,	gallon	.10
Coke,	18-pound bag	.10

¹ Coke is now (May, 1911) sold by weight.² See footnote on page 255.

(3) *Meat.* — The beef, mutton, and veal consumed in Lowell is practically all Western-dressed, though a certain amount of local beef of very poor quality is also on sale at the cheapest stores. The method of cutting does not call for special comment except so far as "rounds" are concerned. This part of the carcass is very seldom cut as a roast, and when cut as a steak is usually divided into three parts, top of the round, bottom of the round, and the vein cut. The "top" is the most expensive, and the "bottom" the cheapest cut. As elsewhere in New England the price of veal varies considerably from shop to shop, such variations being principally due to wide differences of quality.

The best pork sold in Lowell is local or Boston killed. A considerable amount of frozen pork is, however, also obtained from the West.

Canned meats have a large sale. Roast beef and corned beef, each sold in cans weighing gross one pound, cost 13 cents.

The following table shows the prices most generally paid by the working classes for certain cuts of beef, mutton, veal, and pork in May, 1911:¹

TABLE 57. — *Predominant Prices Paid by the Working Classes in May, 1911.*

DESCRIPTION OF CUTS.	Predominant Prices — a Pound	DESCRIPTION OF CUTS.	Predominant Prices — a Pound
Beef.		Beef — Con.	
<i>Roast:</i>		<i>Salt or Corned — Con.</i>	
Face of rump,	\$0.125-.18	Brisket,	\$0.10-.12
Top of round, . . . . .	.15-.18	Thick end, . . . . .	.07-.10
Prime ribs, . . . . .	.12-.16		
Second cut ribs, . . . . .	.10-.12	<i>Other:</i>	
Chuck or short ribs, . . . . .	.08	Dried or chipped,	—
Bottom of round, . . . . .	.12-.14	Liver, . . . . .	.08
Butts, . . . . .	.10	Kidneys, . . . . .	.08
		Heart, . . . . .	.10
<i>Steak:</i>		Tripe, . . . . .	.05
Rump, . . . . .	.20-.24		
Top of round, . . . . .	.18-.22	Mutton and Lamb.	
Sirloin, . . . . .	.18-.23	<i>Fresh:</i>	
Hamburger, . . . . .	.10-.12	Leg, . . . . .	.10-.16
Bottom of round, . . . . .	.12	Breast, . . . . .	.07-.08
Vein, . . . . .	.125	Loin, . . . . .	.12
		Chops, . . . . .	.125-.15
<i>Soup or Boil:</i>		Shoulder, . . . . .	.07
Without shin, . . . . .	.10	Neck, . . . . .	.08
With shin, . . . . .	.05-.06	Flank, . . . . .	.06
Brisket, . . . . .	.06	Short ribs, . . . . .	.06
Edge bone, . . . . .	.12	Kidneys, . . . . .	.08
Bottom of round, . . . . .	.12		
Neck, . . . . .	.075	Veal.	
Ox tails, . . . . .	.07	<i>Fresh:</i>	
		Leg, . . . . .	.15
<i>Salt or Corned:</i>		Chops, rib, . . . . .	.18
Flank, . . . . .	.08	Chops, loin, . . . . .	.20
Navel, . . . . .	.07	Breast, . . . . .	.12

¹ See footnotes on page 255.

TABLE 57. — *Predominant Prices Paid by the Working Classes in May, 1911 — Concluded.*

DESCRIPTION OF CUTS.	Predomi- nant Prices—a Pound	DESCRIPTION OF CUTS.	Predomi- nant Prices—a Pound
Veal—Con.		Fowl.	
<i>Fresh—Con.</i>		Chicken,	\$0.17-.20
Neck,	\$0.08-.10	Fowl, . . . . .	.15-.18
Steak, . . . . .	.22	Cooked Meats.	
Loin, . . . . .	.22	Tongue, . . . . .	.35
Calves' heart, . . . . .	.05	Ham, boiled, . . . . .	.30
Pork.		Ham, pressed, . . . . .	.12
<i>Fresh:</i>		Ham, minced, . . . . .	.11
Chops, . . . . .	.125-.14	Corned beef, . . . . .	.20
Blades, . . . . .	.14	Hogshead cheese, . . . . .	.10
Loin, . . . . .	.11	Fish.	
Ribs, . . . . .	.14	<i>Fresh:</i>	
Shoulder, . . . . .	.13	Cod, . . . . .	.08
Frankfurters, . . . . .	.10-.12	<i>Salt:</i>	
Bologna, . . . . .	.10-.12	Mackerel, . . . . .	.04
Sausage, . . . . .	.13-.16	Cod, . . . . .	.09
Kidneys,	—	Herring, . . . . .	.03
Pigs' feet, . . . . .	.06	Salmon, . . . . .	.10
<i>Salt:</i>		<i>Smoked:</i>	
Wet or dry, . . . . .	.08-.10	Herring, . . . . .	.12
Spare ribs, . . . . .	.08-.10	Haddock, . . . . .	.10
<i>Smoked:</i>		<i>Canned:</i>	
Ham, . . . . .	.13-.15	Salmon, . . . . .	.12-.14
Bacon, . . . . .	.18-.20		
Ham ends,			
Shoulder, . . . . .	.09-.115		

Prices at New York being taken as the base, = 100, in each case, the index number for the price of meat at Lowell in February, 1909,¹ was 99, for other food it was 103, and for food prices as a whole 102. For rents and food prices combined the index number was 90.

¹ See footnote on page 257.

